



SPOTLIGHT:

Shafer Leadership Academy and Eastern Indiana Works partner to empower Indiana workers



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- Upcoming Community Programs



(L-R) Jessica Masters, Workforce Initiative Manager and Stephanie Clawson, Vice President for Strategic Initiatives

Need an easy way to develop your people?

At Shafer Leadership Academy, we believe that growing your people is the best way to increase your impact. So find a program that's right for you. Now is the time to invest in your people. Let's multiply your success with more effective and enthusiastic leaders.

[Find A Program](#)



Shafer Leadership and Eastern Indiana Works partner to empower Indiana workers

Bare shelves, inflated prices, and late deliveries are among the results of the nation's scarcity of blue-collar workers. According to a 2021 report from Deloitte and the Manufacturing Institute, 77% of manufacturers have ongoing difficulties attracting and retaining workers. The manufacturing skills gap could leave as many as 2.1 million jobs unfilled by 2030, costing the U.S. economy an estimated \$1 trillion.

Indiana employers and those who support them are not giving up. Shafer Leadership Academy partnered with Eastern Indiana Works in February 2021 to develop custom programming to address these and other challenges in the region. Providing tailored programs, Shafer Leadership facilitated "Voice of the Blue-Collar Worker" to connect EIW hiring managers with results of a nationwide survey the stories of human resources professionals who are retaining and recruiting vital skilled workers.

SLA Executive Director Mitch Isaacs said the custom partnership with EIW, and other workforce development agencies achieve results because of meaningful relationships.

"Shafer Leadership is not unique in offering professional development. We are unique in the way we provide that training. We are a full-service programming solution with a person-centered approach," he said. "We don't talk at people and clients, we talk with them, and we care about developing and supporting people and businesses in Indiana."

Client needs inform custom, all-inclusive approach

The partnership began in 2021 with a conversation about the needs and goals of EIW and its clients, who live and work in Economic Growth Region 6. SLA tailored programs to fit those aims, and then featured those options on an EIW-branded website that invites clients to in-person or virtual trainings, workshop recordings, one-on-one coaching, resources and more. Course of leadership and career-themed workshops were so well-received that they will return in 2022, Isaacs said.



Stephanie Clawson, Vice President for Strategic Initiatives

“We care about developing and supporting people and businesses in Indiana.”

Jessica Masters, a workforce initiatives manager at EIW, said several clients have attended multiple sessions, which are free and open to the public. Some participants have applied these workshops to continuing education credits toward various certifications, she said.

Earlier this year, the entire EIW staff engaged in SLA's Fusion workshop, a hands-on experience to a better understand generational differences. Masters said she and her intergenerational team have since worked and communicated more effectively. Wayne Williams, senior director of employer engagement, agrees.

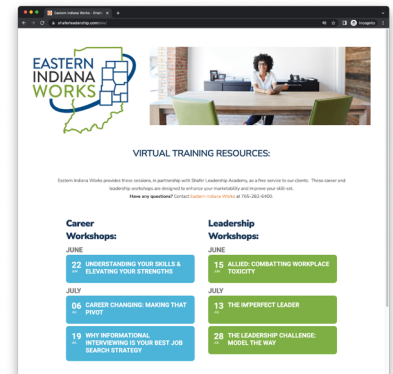
“The impact of the day is still reverberating throughout the region. The training helped me dispel misconceptions, confirm qualities in generations other than mine, and was overall an incredible day being with our entire team for the first time in years,” he said. “SLA is great. It has been nearly four years since I attended an SLA program, and folks still remember me dancing and demonstrating improv comedy as a communication tool.”

Workshops engage and empower

Not everyone can bring the house down, but Stephanie Clawson, EIW's vice president for strategic initiatives, said Shafer Leadership's dynamic, interactive programs have empowered employees and clients. Participants come away, Clawson said, with fresh perspective, renewed energy, and an innovative, collaborative spirit.

“By helping others, it helps us to build stronger communities,” she said. “Stronger communities provide better opportunities for those living and working in the area that we serve.”

The SLA and EIW team are thrilled with the outcomes, and they look forward to expanding networks and deepening partnerships across the state. Isaacs said this model of connecting people across industries and cities is a powerful approach to solving the challenges of today's workforce.



“Our work comes down to developing, growing and helping people,” Isaacs said. “The emergence of new technologies to connect virtually has allowed us to expand our reach and share this powerful, rewarding approach with other cities and clients. This is our state, our backyard, so we care. That comes across in our programs and partnerships.”

Check out upcoming Shafer Leadership Academy programs through Easter Indiana Works at shaferleadership.com/eiw/.



EIW Career and Leadership Workshops

www.shaferleadership.com/eiw/



This year's class is working to create a Parent Engagement Council at South View Elementary School. They will meet with administrators and families this fall.

Congrats 2022 Emergence Graduates!

Emergence: Personal Foundations of Effective Leadership is SLA's core leadership program. It is an eight-week highly interactive and engaging training opportunity ideal for emerging or experienced leaders seeking to enhance their leadership capabilities. At the end of the program, participants can expect to be better equipped to lead the change they want to see in the businesses, not-for-profits, civic groups, and communities they represent. Over the last 15 years, nearly 500 local leaders have completed the Emergence program. Within five years of completing the program, 75% of graduates go on to take a leadership role in the community, 50% have served on a nonprofit board of directors, and 39% have had a promotion. This year 23 community leaders completed the program.

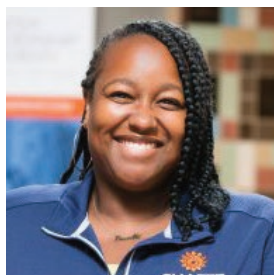


Meet Shafer Leadership Academy's Community Inclusion Ambassadors

Shafer Leadership Academy's Community Engagement Ambassadors work to build relationships across all communities within East Central Indiana. These passionate leaders travel the region to connect individuals with inclusive leadership development opportunities.

Mitch Isaacs, executive director of Shafer Leadership Academy, said the ambassadors are particularly focused on empowering diverse candidates for nonprofit boards and neighborhood associations as well as local government positions. The ambassadors will also provide guidance and insight about the inclusivity and equity of SLA's public programs and internal operations.

"Our region has so much potential, and many people simply haven't been asked to serve or given the tools and confidence to do so," Isaacs said. "We can't expect everyone to know about our programs or feel comfortable coming to us. These ambassadors are driven to take our professional and personal development to safe, inclusive and diverse spaces and places."



Daniella Flowers

For the past four years, Daniella Flowers has worked as a life coach for the Excel Center, a tuition-free public high school for adults offered through Goodwill Industries of Southern and Central Indiana. For eight years prior, the Muncie native was a program manager for Capitol City Family Education Services, an addiction treatment and rehabilitation center in Merrillville, Indiana. These roles and others have taken Flowers across the state to build programs that help individuals identify strengths and connect them to resources.

"Shafer Leadership Academy is an underused community resource, and I would love to encourage others to take advantage of the opportunities presented," said Flowers, who earned a bachelor's in criminal justice from Ball State and a master's in

organizational leadership from Western Governors University.

"As a friend often says, 'Human relationships are the sledgehammer that obliterates every societal difference,' and I am becoming more aware of how limited my view of diversity once was," Flowers said. "Diversity is not Black or white, gay or straight, male or female, diversity is all of the above and more. To become more diverse, we must stop limiting our views of diversity and trying to 'check a box.'"

Flowers said she is eager to work with SLA to draw new people and businesses into the academy's programs and connections. Expanding connections and bringing people together, she said, will only make this region stronger.



Courtney Jarrett

Dr. Courtney Jarrett's professional life is dedicated to advocating for equity, inclusion, and diversity in people, ideas, and opinions. Jarrett is the director of Ball State University's Disability Services and has taught classes in Women and Gender Studies for the past 14 years. The three-time graduate of Ball State has also advised three student groups: Alliance for Disability Awareness, Triota, Ball State's Women's Studies Honor Society, and Feminists for Action.

"Based on my work at Ball State, I have an awareness of inequities and barriers to inclusion both on campus and in the Muncie community, but I am limited as to what I can do to help off campus. This position with SLA will allow me to work with others in the community who also want to tackle accessibility issues and bring awareness at a higher level."

Jarrett's approach to progress is collaboration: "I have the good fortune to work with many different Ball State departments to achieve results," she said, "and on behalf of SLA, I want to similarly connect with area businesses, political figures, organizations and individuals about accessibility."

But first, she plans to "meet with as many individuals with disabilities as possible because they know the issues and barriers," she said. Jarrett is driven to break down obstacles to SLA's programs about professional development and community service.



Sophie Richau

By day, Sophie Richau works as a technician for KVK US Technologies, which manufacturers blow molded parts out of New Castle, Indiana. But Richau's evenings and weekends are dedicated to Muncie OUTreach, a LGBTQ+ youth outreach organization. Richau and her wife, Jessica, lead the nonprofit's transgender youth group and assist with other programs, including Tabletop Gaymers Night and the Art Club. The pair is active in the adult LGBTQ+ community of Muncie as well, attending Muncie Pride Network monthly meetings.

"I didn't come out until I was well established in my career. I was terrified that if I was honest about who I am, I would have lost my job. As the only LGBTQ+ individual in my company, I felt entirely alone, which is a common problem I have heard from many people," said Richau, who grew up outside of Hagerstown, Indiana. "People speak up if they feel heard, which is why it's incredibly important for the leadership of any company or organization to be as diverse as possible."

Richau said she hopes her work with SLA will empower LGBTQIA+ individuals in the region to feel heard and understand the many ways they can share their stories and create change.



Core Values

At Shafer Leadership Academy, we believe that growing your people is the best way to increase your impact. Our core values help you multiply your success and increase your impact on those you serve.

Empower

See potential in others + conduct outreach
+ see outside of ourselves

Serve

We grow by serving others and our
community + we encourage service in
others + goodwill

Foster Catalysts

Be the change you want to see
+ hopeful + can do attitude

Model Inclusiveness

Invite varied voices to the table
+ embrace differences

Show Compassion

Kindness + empathy + thoughtful concern
+ willingness to help others

Promote Self-Discovery

Self-awareness + awareness of personal
passion + continuous learning

Upcoming Events

Shafer Leadership sessions are led by facilitators who guide participants to learn in community together around a leadership development topic.

Facilitation is different than lecturing, webinar, or presentation style format.



Virtual Coffee Talk

Start your day off with this 90-minute program to learn about a new topic.



Virtual Workshop

A two-part immersive and engaging format that asks for active participation from all attendees.

Virtual Programs: Facilitation is different than lecturing, webinar, or presentation style format. All virtual sessions will be held on Zoom. Specific virtual tools beyond Zoom like virtual whiteboards may be utilized during the session and participants will be informed and educated how to engage with these tools.

In-Person Workshop

July 12

Four Roles of A Leader

Facilitator: Matt Nettleton

No role in the company is consistently under more duress than the leader. Whether you are a President, Owner or CEO your job can become overwhelming as pressure for decisions are demanded. This talk is about effectively identifying the 4 Roles of a Leader to effectively Prepare, Perform and Debrief your actions and results.

Lunch & Learn

July 21

5 Steps To Creating Your Diversity And Inclusion Action Plan

Facilitator: Dr. Tracey Danner-Odenwelder

What's the distinction between diversity and inclusion? Although they mean different things in practice, the terms "diversity" and "inclusion" are often used interchangeably. Many organizations have to adopt practices that truly promote inclusion.

Virtual Coffee Talk

July 26

Managing Workplace Bias

Facilitator: Kim Yarborough

Workplace cultures are becoming more and more important to workers. How people are treated sets the value and behaviors that the employee will take on throughout their career. Being aware of workplace bias can create a more tolerant company and attract a diverse talent pool.

Virtual Workshop

July 27-28

Introspective: Discovering The Power Of Introverts

Facilitator: Eilis Wasserman

Introverts have amazing strengths, but they can often be overshadowed in a fast-paced society focused on energy and charisma. This session is for everyone- introverts, extroverts, and those wanting to learn more specifically about the world of introverts- close to half of the U.S. population.

Virtual Coffee Talk

August 4

Saying "No" And Asking For Help – Honoring Your Inner Voice

Facilitator: Halle Simpson

How often do you say "yes" to a request while thinking, "but I don't really want to do it"? You're not alone. We're hardwired to want to please others and also not be seen as a burden. However, when we don't honor our inner voice, it erodes away the integrity we have with ourselves.

In-Person Workshop

August 9

Mastering 1:1 And Group Meetings

Facilitators: Tisha Gierhart and Carisa Aguilar

Meetings are an inescapable part of conducting business and impacting communities. Yet, despite their essential function, many meetings are poorly run and lead to no actionable result. This in-person workshop will provide practical tools for mastering 1:1 and group meetings.



Register Today for Free!

www.shaferleadership.com/calendar/



Lunch & Learn

Join us for lunch and learn about a variety of different topics throughout the year.



In-Person Workshop

A three-hour immersive and interactive workshop hosted at the Innovation Connector.

In-Person Programs: All in-person sessions will be held at the Innovation Connector, unless stated otherwise due to capacity or other changes that may arise. Plentiful parking is available in front of the building.
Innovation Connector - 1208 W White River Blvd, Muncie, IN 47303

Lunch & Learn

August 18

Toxicity In The Kitchen

Facilitator: Kyle Reninger

How do we move the professional kitchen into an era of safe and positive impact for growth and appeal to the next generations? How can we fold traditional apprenticeship training techniques into a more affirming experience for the apprentice and the trainer? What is the potential of the future professional kitchen?

Virtual Workshop

August 24-25

Learned Optimism

Facilitator: Adam Bouse

In this workshop, we will explore grounded, action-oriented definition of optimism. You will have a chance to understand the mental, behavioral, and cultural barriers to optimism most people experience, then uncover practical, reasonable strategies for finding possibilities, especially when things feel most uncertain.

Virtual Coffee Talk

September 1

Why Do My Young Professional Employees Keep Leaving?

Facilitator: Kamber Parker

During this program, you'll be taught useful tools to support your young professional employees. Learn how to increase recruitment, engagement, and retention of your young professionals and how intergenerational communication can enhance company culture and productivity.

Virtual Workshop

September 6

A Better Way To Manage Your Work

Facilitator: Janet Jackson

Get things out of your head and into a system! Eliminate missed deadlines, reduce stress and free your space – and mind – of clutter. This workshop contains a collection of ideas and processes to help you manage incoming items, process work efficiently, and even have time for those bigger priorities.

In-Person Workshop

September 15

Are You Talking To Yourself?

Facilitator: Justin Knox

What separates the best of the best from everyone else when it comes time to perform? We will discuss mental skills, mental performance, and how taking time to learn more about ourselves and controlling what goes on between our ears can lead to better performance when it counts the most.

Virtual Workshop

September 21-22

We Aren't Listening To Each Other

Facilitator: Sunitha Narayanan

Listening as a practice is a common thread across all levels in an organization. The workshop will have a mix of individual reflection, larger group sharing and pair and share opportunities. This workshop can be customized to align closely to organizational / team business goals.

PRESIDENTIAL



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