

## SPOTLIGHT:

From Checkers to Chess: SLA challenges leaders through personalized and relevant programs



## ALSO INSIDE:

- Call for Leadership Proposals
- Pre-Supervisor Training
- Upcoming Community Programs
- SVE Parent Engagement Council





# From Checkers to Chess

SLA challenges leaders through personalized and relevant programs



Lance Paxson, Senior Production Manager at FCC Indiana

## 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](#)



Other leadership seminars taught Lance Paxson to play checkers. Shafer Leadership Academy taught him to play chess.

"Many professional development sessions I've attended have been 'one size fits all,' but Shafer's programs are personalized," said Paxson, a senior production manager at FCC Indiana in Portland. "Members of the Shafer team spent a great deal of time getting to know our structure and leaders, then they planned and tailored training classes to the individuals in those classes."

In 2016, FCC Indiana reached out to SLA to help the clutch manufacturing company adapt to an evolving workforce. Paxson was at that first training, with "relatable, flexible" facilitators who guided participants through "actual situations." The result: he's gained confidence and credibility in the workforce.

"One of the greatest lessons I've learned is that a cohesive team has trust," he said. "In response to SLA trainings, I began having routine meetings with each of my direct reports to help establish trust between each individual and myself. During those meetings, I've tried to be vulnerable and challenge my team members to do the same. We set deadlines and targets, then check in with each other the following meeting.

"The deadlines are not just for my reports but also for myself. This allows them to hold me accountable just as I do them. I think these meetings really helped to establish the trust that was necessary to build a foundation for a more effective team."





F.C.C. provides a wide variety of clutches mounted on business-use motorcycles, scooters, road sports bikes, ATVs, and racing vehicles.

“As leaders, we have to be willing to continue to grow and adapt to rapid changes.”

### Effective meetings build trust and inspire unity

And teams have meetings, often lots of them. Paxson said SLA made a lasting mark on the effectiveness of FCC Indiana's meetings. Since attending Learning Styles and Five Behaviors of a Cohesive Team, company leadership has better-tailored meetings to each audience based on learning styles and shared expectations.

“We have been able to save time by understanding the way that people process information, for instance, many people need to receive data ahead of time for processing,” he added. “Our discussions are more focused on teamwork, and more people have been willing to put themselves out there, which has enhanced conversations and productivity.”

### SLA lessons helped FCC retain employees during Covid-19

Paxson said SLA programs have also helped FCC effectively navigate the COVID-19 pandemic. “Leading is as challenging as it has ever been, and the pandemic added to those challenges,” said Paxson, who has worked at FCC for the past seven years. While many manufacturing companies are struggling with turnover, FCC Indiana's employment rates have remained stable. Paxson attributes that consistency to the company's focus on building and improving relationships — a key focus of Shafer Leadership.

“People are FCC's greatest asset, and while there are many factors that affect turnover, I believe that leadership is one of those factors,” he said. “But identifying and developing leaders is difficult and takes time. SLA supports businesses and communities through proven and consistent methods for leader development, and those benefits cascade — so the leaders influence the people they lead and so on.”

His favorite SLA program has been Learning Styles. He learned the various ways people learn and react to situations, which has continued to be a great reminder that “just because others do not learn or think the way that we do, that does not make them wrong.”

### True leaders always have more to learn

To those leaders who think they have nothing more to learn, Paxson has this to say: “Our cultures and ways of thinking seem to change so rapidly these days and we, as leaders, have to be willing to continue to grow and adapt to these rapid changes.” Shafer Leadership, he said, reflect the latest thinking and trends.

FCC leaders are engaged in follow-up trainings with Shafer to review topics explored in past seminars. “These revisits,” Paxson said, “have been a good chance to reflect on the tools that we have used and to discuss how to better utilize the things that we have learned to create a productive, rewarding future.”

## Build confident leaders.

### Explore custom leadership development and training

Shafer Leadership Academy offers customized sessions of many of our popular workshops and seminars. These custom programs can be delivered virtually, in-person, or hybrid to accommodate your team's learning requirements.

### Program options include:

- Fusion\*
- Emotional Intelligence
- Five Behaviors
- Leadership Challenge
- Mastering Meetings\*
- 7 Habits
- Crucial Conversations
- Everyone Communicates, Few Connect
- LeaderShift
- Pre-Supervisor Training





## Congratulations Emergence Graduates!

Emergence graduates Keeta Edsall and Breanna Daugherty spent the day with Carisa Rose Aguilar to put packets together for South View Elementary students and family.

They are a part of a 2022 Emergence class project to start a Parent Engagement Council for South View Elementary School.

Thanks to the George and Frances Ball Foundation for funding the Parent Engagement Council!



## Pre-Supervisor Training

**October 7th & October 21st, 2022**

Both sessions are held on a Friday

9:00 am – 4:00 pm

Innovation Connector

1208 W White River Blvd – Muncie, IN 47303

The transition from frontline employee to supervisor is a big leap.

This program is designed to help participants better understand the roles and responsibilities of supervision. In this interactive course, we will explore the fundamentals of frontline supervision. Participants will examine core elements of supervision such as building trust, managing conflict, and communicating effectively.

At the end of the program both participants and employers will be ready to answer the question "Is supervision for me?"

Standard tuition is \$750 per participant.

Fee includes light breakfast and full lunch at both sessions.



**Register Today!**

[www.shaferleadership.com/pre-supervisor-training](http://www.shaferleadership.com/pre-supervisor-training)





## Call for Leadership Programs

We're seeking facilitators for both virtual and in-person community programming. We are looking for facilitators who are passionate about a leadership development topic that they want to share with the community. You don't need a specific credential or job title, just a demonstrable knowledge of your topic and the ability to facilitate for an audience.

### Leadership topics may include:

- Company/Organizational Culture
- Diversity & Inclusion
- Self Awareness
- Human Behavior
- Community Engagement
- Professional Development
- Generational Differences
- Health & Wellness
- and more...

### Program formats may include:

- 60 Minute Sessions
- 90 Minute Sessions
- 2 x 90 Minute Sessions
- In-person – Muncie, Indiana
- Virtual – via Zoom®

**First round applications due October 14th**



**Submit a Proposal!**

[www.shaferleadership.com/program-proposal](http://www.shaferleadership.com/program-proposal)



## 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.

Virtual Coffee Talk

**October 6**

#### Calling In Versus Calling Out: Having Impactful Conversations

**Facilitator:** Melinda Messineo

Individuals committed to diversity, equity, inclusion, access, and belonging often find themselves deciding between "calling someone in" versus "calling someone out." This session will facilitate a dialogue about the most impactful and supportive use of these strategies within a variety of contexts.

In-Person Workshop

**October 11**

#### Breathing Through Stress: Going Beyond Awareness

**Facilitator:** Nichole Linebaugh

Learn how breath isn't all about slow, deep breathing, breath gives the control to ramp up and calm down the nervous system. Through discussing ways to create an everyday breath routine, you will discover practical tools to prepare you for any moment.

Lunch & Learn

**October 20**

#### Perseverance In Tough Times

**Facilitator:** E. Jake Gamble

The world as we once knew it continues to evolve. At times we can become overwhelmed, feel hopeless, and consider giving in. Changes can sometimes overwhelm us to the point of mental and emotional exhaustion. This workshop will explore perseverance during tough times.

Virtual Workshop

**October 26-27**

#### Allied: Combatting Workplace Toxicity

**Facilitator:** Rebecca Parker

Toxic habits and behaviors can be found in many workplaces, these can eat away at morale and create mistrust, dissatisfaction, and disengagement at all levels of the organization. This workshop will focus on real-life strategies for addressing toxic behaviors.

In-Person Workshop

**November 1**

#### Becoming An Influencer (No. Not On Instagram)

**Facilitator:** Michelle Vore

This class is based on the book, *Influencer*. Participants will learn the six areas of influence that can dramatically increase their level of personal and professional influence. Leadership is about influence and increasing effectiveness will make a difference in one's leadership success.

Virtual Coffee Talk

**November 3**

#### The Joy Of Movement In Team Building

**Facilitators:** Sanovia Garrett

Movement creates community and cultivates joy through something we do every day. This session will focus on taking care of ourselves through movement practices and how they can be utilized to foster more resilient teams.



# Register Today for Free!

[www.shaferleadership.com/calendar/](http://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

## November 17

### Creating An Inclusive Work Environment For College Graduates With Disabilities

**Facilitators:** Gregory S. Fehribach Center

This workshop is designed to provide employers with the information and best practices they need to know so that they will be prepared to recruit, hire, and retain highly talented potential employees with disabilities.

### Virtual Workshop

## November 29-30

### Advocacy Within Our Community

**Facilitator:** Megan Fuciarelli

Within our world today, many are rising up to the role of ally, advocate, and even co-conspirator. There are significant differences between these roles and in this session, we will define the ways individuals, and organizations, can take action against discrimination and inequities that exist in our communities.

### Virtual Coffee Talk

## December 1

### Connecting With Community

**Facilitator:** Dillon Muhlenkamp

What is your community? When we surround ourselves with different individuals, we surround ourselves with different communities. Our communities help shape us into who we are as people and are the framework of our identities. In this session, we'll learn how can we further develop our communities.

### In-Person Workshop

## December 5

### Tis' The Season For Engagement

**Facilitator:** Dr. Joe Misiewicz

Recognizing, appreciating, and affirming who your people are will guide you to be an empowering and trusting leader. The purpose of this workshop is to highlight the key elements managers and leaders need to focus upon to engage and retain a long-term and sustainable team focused upon mutual benefit and recognition.

### Lunch & Learn

## December 15

### Microaggressions And Me

**Facilitator:** Daniella Flowers

A different spin on diversity, equity, and inclusion training. Participants will engage in discussion and activities to identify and celebrate differences, whether it's coworkers, clients, or friends. This workshop with help participants to build bridges and connect with others from different perspectives and backgrounds.

### Virtual Workshop

## December 20-21

### Let Happiness Be Your Advantage

**Facilitator:** Susan Rozzi

Have you lived by the subtle message of "if you work hard, you will become successful. Once you become successful, then you will be happy." The goal post for success keeps getting pushed out and therefore, happiness seems to be elusive. Thanks to science, we now know happiness comes before success!

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