



**SPOTLIGHT:**

**Don't Hold Back**

**ALSO INSIDE:**

- TechPoint Leadership Academy
- Wayne County Fusion Program
- Authentic Leadership LIVE!

# Don't Hold Back

## 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](#)



*James Joseph, Training Development Specialist at First Merchants Bank*

James Joseph has never had to look far for guidance and inspiration:

"If my father ever had a bad day, I didn't know it. If he ever rushed to judgment, I didn't see it," Joseph said. "My parents are still married after 43 years, and my father just retired after 46 years at the same company. You don't see that type of dedication anymore. He is my guiding light."

His parents didn't expect perfection, but they did expect reflection. "How you respond after mistakes is what makes you," Joseph said. "They taught me to have tough conversations with myself, so then you can have them with others."

That focus on introspection and reflection led Joseph to enlist in the Marine Corps after high school. "I owe so much to the Marine Corps for teaching me how to treat people and navigate life," Joseph said of his eight years of service.

"In the Corps, when you feel like giving up, you don't. You never give up on yourself. That's what digging deep is all about; you have highs and lows, but you figure out how to be successful through situations and in relationships. Trust is gained where trust is built."

Joseph transitioned from the service to Comcast, where he climbed the ranks as a team supervisor. He found his passion for leading teams.

"Leadership is not a person or a position. It is a complex moral relationship between people," said Joseph, now a training development specialist for bank and consumer operations at First Merchants Bank. "But the more responsibility I gained, the more I recognized the importance of ongoing professional development."





First Merchants Bank provides has been providing banking solutions for 130+ years.

“**Leadership is not a person or position. It’s a complex moral relationship between people.**”

### Investing In Himself

Joseph began 2023 as a participant in Shafer Leadership Academy’s Empower program, a 10-week virtual experience focused on career strengths and values, confident communication, financial future, and self-care and advocacy.

But after the first session, Joseph’s 23-year-old daughter, Brianna, died in a car accident. Joseph missed the following week, but he returned to the program to “dig deep” into his grief, anger, and reason for being. Through personal coaching sessions and interactive group activities, Joseph said he learned to “show up” as his authentic self and that relationships are core to his leadership style.

“Empower was the best 10 weeks I’ve ever experienced at a time when I could have channeled my energy in another direction,” he said. “That time brought me closer to God and my family. Since Brianna’s passing, I tell people to hug their kids a little longer and tighter because you never know if you’ll wake up to the message they’re gone. I’ve vowed to live a more loving life — to give more grace and empathy, and to bring my best self to work and life.”

He also started writing a book, “Coaching Without a Whistle,” to help managers reflect on and celebrate strengths rather than only “blowing the whistle on everything wrong,” he explained. The book offers recommendations about how and when to give employees constructive feedback.

### From Participant To Facilitator

In September 2023, Joseph transitioned from participant to facilitator, when he led a session by the same name as his forthcoming book. In the session, he stressed the importance of self-reflection.

“I am able to have tough conversations with others because I learned to have tough conversations with myself,” he said. “It’s difficult to put yourself in that vulnerable space, but once you start to peel back the layers and learn about yourself, you can better understand what you bring to a space and how to interact with others.”

He also stresses the importance of professional networks and mentors. Joseph is quick to thank the mentors in his life, like Dixie Mullins, Brandon McGuire, Donna Wilson, Dwain Davis, and Mikel Bowman. Mentors shed

light for you and help you see strengths and opportunities for growth and offer support all along the way.

### ‘Don’t Tell Me The Sky’s The Limit’

But it is not only work relationships that sustain him. Joseph said the consistent support and love of his wife, Tristyn Joseph, allows him to bring his authentic self to work every day. Their children — Sarah, 19, Juelyus, 11, Trenton, 11, and Xavyer, 8 — keep Joseph “young and on my toes.”

“My wife pores into me and believes in me,” he added. “She is the reason I am the husband, father, brother and son I am today. My wife is very powerful, and she speaks much positivity into me.”

To aspiring leaders, Joseph shares two quotes he keeps front of mind: The first is, “Don’t tell me the sky’s the limit when there are footprints on the moon,” by Country music artist, Paul Brandt. He found the second quote in a fortune cookie:

“Usually, the fortunes are all the same, but I read this one about two years ago, and I hadn’t recalled seeing it, and it has stuck with me. It said, “Stop searching for happiness, it’s all around you.”

## 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.



# TechPoint Announces New Partners to Help Broaden Reach and Impact of its Leadership Academy

**TechPoint, the industry-led growth initiative for Indiana's digital innovation economy, has announced the Shafer Leadership Academy and Evolve HR Group as new operational partners for its lauded Leadership Academy tech talent development program.**

"We are so pleased to level up our program with the help of these industry leaders," said TechPoint Senior Vice President, Talent, Strategy, and Partnerships Dennis Trinkle. "Each have deep reach into top level leaders and great expertise that we can bring to bear for our Academy participants."

TechPoint's Leadership Academy was created to help Indiana companies overcome the global issue of tech talent shortages by helping them develop talent from within. To-date, 25 people have bolstered their leadership and managerial skills through the program.

The Academy's first 2024 cohort group will be for new managers, who are considered Emerging Leaders. Graduates will earn digital credentials showcasing they have earned leadership skills.

"Moving from being part of a team to running a team is a huge leap, and too few companies have the bandwidth to support their new managers after promotion," Trinkle said. "We're very pleased at the demand we see for these emerging leaders, as well as for executive leadership training, which we'll launch in the second quarter.

It's a testament to how much value the business community is placing on the need to develop leaders of the future."

Academy participants gather weekly for 10 sessions that include panel discussions, project work, networking and learnings from experts in various management areas.

Companies pay the costs of the broad-based training, which includes helping new managers differentiate between management and leadership, build knowledge and confidence in management abilities, learn to cast vision and gain buy-in from internal and external stakeholders, how to effectively hire and manage remote workers, budgets and headcount. They also

delve into topics like health and wellness, self-advocacy, building inclusive teams, emotional intelligence and leading with empathy.

Shafer Leadership Academy will take over daily operations of the program and will enhance TechPoint's efforts to bring in exceptional speakers. Evolve will provide coaching and mentoring.

"We're happy to build on the solid foundation that TechPoint laid with the Academy," said Shafer Leadership Academy Executive Director Mitch Isaacs. "This is a tremendous opportunity that essentially outsources a huge corporate responsibility that many find difficult to effectively carry





out on their own, so we see it as a great public service and an effective way to cultivate and keep great talent.”

Jill Lehman, EVOLVE Founder, said she was pleased to join the Leadership Academy team.

“Indiana has a huge population of great leaders who are willing to give their time and insights to help others grow in their careers,” she said. “Bringing them into this terrific program will be really beneficial to the participants, and we can’t wait to get started.”

For companies interested in grooming executive leaders, the Leadership Academy will offer that training in May.

The Leadership Academy is one example of how TechPoint is addressing tech talent shortages as part of its Mission 41K effort. A January 2023 workforce report showed traditional talent pipelines cannot provide enough talent

to outpace Indiana’s declining working-age workforce. Expansion of Indiana’s talent pipeline calls for additional pathways of talent development into the workforce and for more inclusivity.

Tech and tech-driven companies contribute \$51 billion in Indiana Gross Domestic Product (GDP) and digital adoption, and transformation is making tech increasingly core to Indiana GDP growth. For every 10,000 tech or tech-related jobs added to the workforce, Indiana gains an average of \$698 million in wages and \$103 million in state and local taxes. Tech industry jobs pay more than double the state’s median wage, provide stable employment and strong career growth opportunity.

**Learn more about the TechPoint Leadership Academy by visiting:**

[www.shaferleadership.com/techpoint/](http://www.shaferleadership.com/techpoint/)

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## Wayne County Fusion

It was a full-house at our program in March. We are always impressed with the Wayne County Area Chamber of Commerce’s ability to pack a crowd with bright and engaged participants!

**Learn more about one of our most popular custom programs.**

[www.shaferleadership.com/fusion/](http://www.shaferleadership.com/fusion/)

# 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.

## April

**THU 04** **Uncovering Our Blind Spots**  
Participants dive into the truth of our "blind spots" and how they get in our way and strategies for minimizing them.

Virtual Early Riser



Erika Petrelli

**TUE 09** **Brain-Friendly Leadership and Growth Mindset**  
This workshop explores the difference between fixed and growth mindsets from a personal and organizational level.

In-Person Lunch & Learn



Shelby Schuh

**WED 17** **Building An Internal Communication Strategy**  
This session will review how to create an effective communication strategy utilizing four simple stages.

Virtual Workshop



Susan Caplan

**TUE 23** **Leading & Managing Others In Remote Environments**  
Discuss and share advice and tools that allow us to be successful in remote work environments.

Virtual Discussion



REMOTE WORKS!

**WED 24** **Trauma-Informed Leadership: Promoting Well-Being in the Workplace**  
Recognize and understand the impact of trauma exposures on individuals, while working to create supportive environments.

Coffee Talk

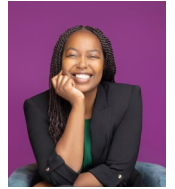


Melanie Wright

## May

**THU 02** **Uncovering Unconscious Bias**  
Participants will learn ideas for defining unconscious biases and show the effects of these biases on work culture

Virtual Early Riser



Dr. Tsitsi Hungwe

**TUE 07** **Overcoming Victim Mentality: How to Embrace Your Inner Warrior**  
Embrace a warrior mentality and learn about tools that can create positive shifts in perspective.

In-Person Lunch & Learn



Jennifer Chapman

**WED 15** **A Journey Towards Self-Compassion: Calming Your Inner Critic**  
Explore feelings of imposter syndrome and learn how we can move towards self-acceptance.

Virtual Workshop



Elis Wasserman

**WED 22** **Remote And Hybrid Work Policies Best Practices**  
Discuss and share advice and tools that allow us to be successful in remote work environments.

Virtual Discussion



REMOTE WORKS!

**THU 23** **Coaching For Improvement**  
Discover the power of coaching to ignite lasting transformation in both individuals and processes.

In-Person Workshop



Todd Muhlenkamp

**THU 30** **Off the Shelf: Metamorphustice**  
From Savior To Changemaker; Stages Of Justice Reform

Virtual Discussion



Megan Fuciarelli



# Register Today for Free!

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

## June

THU  
**06** **Mastering Inclusive Leadership: Analyzing Pitfalls**

Unlock the power of inclusive leadership by honing the skill of analyzing pitfalls in strategies.

**Virtual Early Riser**



Whitney Luther

TUE  
**11** **Why Fun Should Matter to Leaders**

In this session, we will discuss the traditional tenants of flow theory, including the balance of skill and challenge when performing work tasks.

**In-Person Lunch & Learn**



Dillon Waggoner

WED  
**26** **Calm, Cool, And Collected: The Art Of De-Escalation**

Discover how to transform high-stress conflicts into opportunities for cooperation and understanding through the art of de-escalation.

**Virtual Workshop**



Mary Moore

THU  
**27**

## Featured Program



## Join Our Monthly Live Virtual Discussions

Join us for these engaging conversations where we will dive into the essence of leadership through genuine storytelling, sharing unique perspectives, and exploring hot topics to inspire and empower leaders on their journey to authenticity and success!



Be sure to follow Shafer Leadership Academy on LinkedIn for updates.

[www.linkedin.com/company/shafer-leadership/](http://www.linkedin.com/company/shafer-leadership/)



## COFFEE TALK

A GREAT WAY TO START YOUR DAY



## EARLY RISER

A VIRTUAL JUMP START



## LUNCH & LEARN

MID-DAY PROGRAMS FOR THE BUSY PROFESSIONAL



## WORKSHOP

TIME TO DIVE DEEPER



## OFF THE SHELF

READ A BOOK. LEAD WITH INSPIRATION.



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