

Propel Leadership Program Level 1 Stage 1 - Ignite



Tuesdays 12:00 p.m. to 4:00 p.m. **September 29 to November 24, 2026**

Unless otherwise noted

Prerequisite: StrengthsFinder 2.0 Fundamentals

Discover Your Strengths. This StrengthsFinder workshop helps individuals and teams discover their unique talents for greater team engagement, performance, and improved business outcomes. In this workshop we'll focus on each participant's Top 5 Strengths as we cover all 34 talents. Learn the top 5 talents that represent the best of you.

Learning Objectives

Upon completion of this seminar, participants will be able to:

- Articulate your top 5 talents.
- Explain your dominant talents.
- Put your talents to use in the workplace and at home.
- Appreciate and leverage the strengths of others.
- Recognize a team's assets and deficits.

Instructor

Dr. Sondra Cave is a gifted communicator and frequent speaker. Dr. Cave has been recognized by the Gallup organization with the "Strengths-Architect" Award for her work writing strengths curriculum and training seminars. She has been involved with the Gallup Organization and strengths development since 2001. Sondra is the founder and director of Strengths and Leadership Consulting. She spent 18 years at MidAmerica Nazarene University serving as a professor and chair of the Sociology department. She earned her doctorate degree in Educational Leadership. Sondra's top 5 strengths are: *Achiever, Discipline, Focus, Significance, Competition*



1. StrengthsFinder 2.0 Teambuilding

Prerequisite for this class is the "StrengthsFinder 2.0 Fundamentals" taught as a stand-alone course prior to Propel Stage 1. In the fundamentals course students learned about themselves and how to utilize their top 5 Strengths. In this teambuilding course, student take that preliminary knowledge and learn how to use Strengths to build effective teams. This course is based on decades of Gallup research and analytics detailing what the greatest team members and leaders do differently to improve performance. You'll gain the tools, techniques, and practical experience you need to lead teams in ways that are strengths-based, engagement-focused and performance-oriented.

Instructor

Dr. Sondra Cave

2. **Positive Impact: Become the Employee Every Successful Contractor Fights to Keep**

The success of any organization depends heavily on the performance, attitude, and engagement of its employees. The Positive Impact Training is designed to benefit both employees and employers by equipping participants with essential skills that enhance individual performance while driving organizational success. For employees, this seminar offers the tools needed to build stronger communication skills, take ownership of their role, embrace change, and strike a healthy balance between work and personal life. These skills not only contribute to professional growth but also foster job satisfaction and long-term career success.

For employers, investing in employee development through this training leads to a more motivated, accountable, and adaptable workforce—one that understands how their individual contributions directly impact the organization’s success. Companies that send employees to this training can expect improved productivity, better teamwork, reduced turnover, and a culture of proactive problem-solving and continuous improvement.

What participants will gain:

- Clearer, more confident communication with colleagues, customers, and leadership.
- Increased personal accountability and a deeper understanding of how their role impacts organizational goals.
- Practical strategies for adapting to change and becoming a proactive change agent.
- Tools to manage stress, avoid burnout, and maintain balance between personal and professional responsibilities.
- Leadership skills that empower employees to step up and add value, regardless of job title.

What employers will gain:

- A workforce that takes initiative, embraces change, and seeks solutions rather than problems.
- Increased productivity, creativity, and a stronger sense of personal investment in organizational success.
- Better internal communication and collaboration across teams and departments.
- Employees who understand the importance of their role and demonstrate “value added” every day.

Instructor

Lisa Austin is the founder and President of Austin Training Advisors. As a business owner, she’s responsible for the day-to-day tasks of launching and running a successful woman owned company. She has been developing and delivering custom employee development workshops since 1997 with special emphasis on Customer Service, Effective Communication, and Employee Engagement. Prior to opening ATA, Lisa was a senior trainer for a large mutual fund company where she was instrumental at dealing with the challenges and frustrations faced in the fast-changing business world. She is a seasoned professional and her enthusiasm and energy make for a highly motivational experience.



3. Gear Up for Greatness: The Six Gears of Grategy® in Action

What drives a high-performing, people-focused organization? This flagship training takes participants through the Six Gears of Grategy®—Attitude, Appreciation, Access, Acts of Service, Applause, and Accountability—and shows how each one strengthens engagement and results. Through industry-specific examples and interactive exercises, attendees will discover how to build a workplace where people feel valued, respected, and committed to the mission.

Lisa's deep understanding of workforce dynamics and her engaging, relatable style make her a strong partner for chapter-based training initiatives that support member development and retention.

Instructor

Lisa Ryan is a nationally recognized speaker and best-selling author who helps organizations improve retention, engagement, and leadership through the power of appreciation. With 13 years in industrial sales, including seven in the welding industry, Lisa brings firsthand insight into the dynamics of working with manufacturing, construction, and skilled trades.



Lisa helps leaders and organizations create cultures where employees feel valued, respected, and committed. Her Six Gears of Grategy® framework provides practical tools to help your team see drive changes in communication, retention, and motivation.

Lisa has delivered over 1,000 presentations including leadership programs for MCAA, NECA, IBEW, and FABTECH. She brings humor, heart, and industry knowledge to equips leaders to better connect with the union workforce that drives their projects.

4. Influencing without Authority

Build credibility, trust, respect and effectively influence stakeholders, even if they lack the formal authority to make demands on resources. This course helps attendees understand the attitudes and behaviors you need to get work done through influence and persuasion.

Instructor

Dianne Young has over 25 years of experience in training and facilitation at all management levels. She's a dynamic professional known for her proactive mindset and innovative entrepreneurship. Starting her first business in college, she has since founded over a dozen successful companies. Formerly with Dale Carnegie Training, Dianne now owns a Business Coaching Firm, helping organizations leverage resources to exceed goals. She has inspired thousands across diverse sectors, including notable clients like Microsoft, Mazda, and the Department of Defense. A keynote speaker at major conferences, Dianne focuses on bridging generational gaps in the workplace, encouraging collaboration and decisive action for success.



5. Conflict to Clarity: Tackling Difficult Conversations

Difficult conversations are inevitable—but with the right tools, they can become opportunities for growth, collaboration, and clarity. In this dynamic half-day seminar, leadership and communication expert Eric Herdman guides participants through practical strategies to navigate challenging interactions with confidence and empathy.

Through a blend of real-world examples, interactive exercises, and actionable frameworks, attendees will learn how to:

Recognize the roots of conflict and the common barriers to productive dialogue

Prepare for and initiate difficult conversations with clarity and purpose

Stay grounded and emotionally intelligent under pressure

Listen actively and respond constructively, even in tense situations

Transform conflict into collaboration and shared understanding

This seminar equips leaders with the mindset and skills to turn high-stakes conversations into meaningful outcomes.

Instructor

Eric Herdman is a dynamic speaker, author, and organizational development expert helping leaders and teams strengthen communication, build trust, and manage conflict effectively. He has delivered more than 1,000 in-person and virtual events, impacting over 100,000 professionals across a wide range of industries, including construction and the trades.



With a degree in Exercise Physiology from Ohio University and a background as an ultra-endurance athlete, completing 103 triathlons and 35 ultra-marathons, Eric brings a unique perspective on performance, resilience, and leadership under pressure.

Eric's programs are known for blending inspiration with real-world strategies that drive results. Whether you're leading crews, managing projects, or navigating difficult conversations on-site, Eric equips audiences with the clarity and tools needed to lead with confidence and connect with impact.

6. Effective Communication

In today's fast-paced, effective communication is essential for strong relationships and professional success. This seminar introduces key communication styles, techniques, and strategies to help participants improve interactions, strengthen customer relationships, and enhance sales outcomes.

By the end of this seminar, you will be able to:

- Identify Your Communication Style: Use assessments to understand your preferences and how they shape your interactions.
- Adapt to Others: Recognize and adjust to different communication styles to build rapport with colleagues, clients, and customers.
- Apply Communication Appropriately: Use the right written, verbal, and nonverbal techniques for various professional and casual contexts.
- Strengthen Sales & Relationships: Apply practical strategies to improve sales, customer engagement, and long-term relationships with internal and external stakeholders.

Gary Polain is the Principle of OZmosis Leadership. A native born Western Australian, he began his professional career as a Mechanical Engineer specializing in power station design, dust pollution control, and mine ventilation systems. Gary has over the last twenty years committed himself to a most accomplished career in 'Human Engineering'. Prior to starting his own consulting practice in 1996, Gary worked for Priority Management Systems, beginning in 1991 in Sydney as Australasian Sales and Marketing Manager. Gary has a unique ability to surface and share ideas, and then Coach, and inculcate measurable behavioral change in people, leading to increases in organizational effectiveness.



7. Enhancing Business Writing Skills

Craft clear, concise, and impactful written communication for diverse business scenarios. Improve report writing, email etiquette, and other business-related documentation.

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8. Critical Thinking Skills

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To successfully complete a leadership stage and earn the Propel award, participants must attend at least 7 of the 8 seminars in each stage.