

Propel Leadership Program Stage 2 – Engage



October 2 to November 20, 2025
Thursdays Noon to 4:00 PM
Lunch 11:30 AM to Noon

1. 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.

Instructor

Lisa Ryan is a nationally recognized speaker and 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 in construction with skilled trades.



Through her Six Gears of Grategy® framework, leaders and organizations gain practical tools to create cultures where employees feel valued, respected, and committed. This approach drives measurable changes in communication, retention, and motivation. Over 1,000 presentations later, she has delivered impactful leadership programs for organizations such as MCAA, NECA, IBEW, and FABTECH.

2. Delegation: Engage and Empower People

This course sets out to help leaders shift their mindset about what they can delegate and feel more comfortable and confident doing so. Learners dig into their workload to identify tasks they'd never consider delegating. They use methods for matching people to tasks they're both motivated and capable of doing. And, they practice the delegation conversation they'll have to ensure success.

Helps leaders:

- Delegate work that they wouldn't have before.
- Identify tasks to delegate that engage, empower, and develop the team.
- Match a person's capabilities and motivations to an appropriate task.
- Share work that extends the right amount of ownership and decision-making authority.
- Establish clear boundaries, support, and follow-up with each delegation.

Competencies developed:

- Delegation & Empowerment
- Sharing Responsibility

Instructor:

Jeanie Lauer specializes in organizational planning, workforce development and mediation. Jeanie holds a Bachelor of Science in Math from Southeast Missouri University and a Master's in Business from Central Michigan University. She is certified in Mediation, and Human Performance Improvement.



Since 2018, Jeanie has served as the 5th District Legislator for Jackson County, Missouri. Her current committee assignments include Budget, Finance & Audit, Land Use, Public Works, and she serves as Chair of the Justice & Law Enforcement Committee. Her public service background also includes terms in the Missouri House of Representatives, as well as earlier roles on the Blue Springs Planning Commission and City Council. Additionally, she is a graduate of the Citizen's Police Academy.

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

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

1. Recognize the roots of conflict and the common barriers to productive dialogue
2. Prepare for and initiate difficult conversations with clarity and purpose
3. Stay grounded and emotionally intelligent under pressure
4. Listen actively and respond constructively, even in tense situations
5. Transform conflict into collaboration and shared understanding

Instructor

Eric Herdman is a dynamic speaker, author, and organizational development expert with over 30 years of experience 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.



4. Critical Thinking for Everyday Job Challenges

In today's fast-paced and complex work environment, critical thinking is essential for making smart, confident decisions. This engaging half-day workshop equips participants with practical tools to move beyond assumptions, think objectively under pressure, and solve problems with clarity. Through hands-on exercises and real-world case studies, attendees will learn structured methods to evaluate information, identify root causes, and collaborate more effectively.

Participants will explore proven models like the Six Thinking Hats, SWOT analysis, the 5 Whys, and Bloom's Taxonomy—tools that make thinking visible and actionable. Whether you're on the front line or leading a team, this course helps you bring sharper reasoning and better outcomes to your everyday work.

Learning Objectives:

- Apply structured thinking models to real-world problems
- Strengthen decision-making with evidence-based approaches
- Improve problem-solving accuracy and reduce costly mistakes
- Engage in critical discussion and collaborative reasoning

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. Resolving Workplace Conflict

This course teaches leaders how to recognize the signs of escalating conflict and take appropriate action to minimize damage. Leaders are introduced to two resolution tactics—coach and mediate—and practice using the Interaction Essentials as they coach team members to resolve a conflict.

Helps leaders:

- Reduce workplace conflict's damaging effects on individuals, groups, and the organization.
- Effectively address workplace conflict and enhance productivity, efficiency, and morale.
- Help others take responsibility for resolving their own conflicts.
- Promote a culture of trust, respect, and inclusion in their work group.
- Build an innovative and collaborative work environment.

Competencies developed:

- Resolving Conflict

Instructor

Tee Crawford is a highly skilled learning and development consultant with over 15 years of experience in coaching, training, and facilitation. Educated at Albany State University with a BBA in Management, she has a broad range of organizational and management training experience with profit and non-profit organizations. Described by audiences as an excellent facilitator who has a positive, and enthusiastic yet professional presentation style creating an open and comfortable learning environment.



6. Scaling from Within

Hiring mid-and-upper-level managers in today's market is extremely difficult. While hiring from the outside has been a leading strategy for those experiencing growth, the staff shortages being realized today call for stronger approaches to recruiting, engaging, training, and retaining top talent. During this session, we will explore proven strategies for growing your staff from within by investing in your employees.

During this session, we will:

- Discuss the concept of bottom-up growth and its value to the overall organization
- Discuss the need for definition of success for each operational position
- Outline the skillsets necessary for development and growth
- Define the processes required for employee engagement and learning
- Discuss compensation structures as a means for retainage

Instructor:

Stephane McShane, a Director at Maxim Consulting Group, brings extensive construction industry experience to help firms of all sizes optimize their operations. With expertise in leadership development, coaching, assessments, planning, project execution, business development, productivity enhancement, and training, she is an internationally acclaimed speaker, mentor, author, and motivator. Stephane's journey from apprentice to executive management in electrical construction provides her with a unique perspective to conduct effective operational and organizational assessments. Her track record of turning teams into market leaders underscores her ability to swiftly identify strengths and weaknesses, recommending actionable solutions.



7. Coaching for Team Performance and Leadership Excellence

This dynamic full-day seminar equips leaders with the essential skills to coach individuals effectively and lead high-performing teams. Participants will learn how to foster accountability, engagement, and growth through proven coaching techniques like active listening, powerful questioning, and the Four C's Model. The session also explores the five core behaviors that drive team success—trust, conflict, commitment, accountability, and results—offering practical strategies to strengthen team communication, cohesion, and performance. By integrating coaching with team leadership, this workshop empowers leaders to elevate both individual contributions and collective outcomes.

Learning Objectives

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

- Describe the role of coaching in enhancing individual and team performance.
- Apply the Four C's Model of coaching to support employee development and accountability.
- Demonstrate effective listening and questioning techniques to foster engagement and clarity.
- Identify the key drivers that influence coaching effectiveness in the workplace.
- Recognize the five core behaviors of high-performing teams: trust, conflict, commitment, accountability, and results.
- Diagnose common barriers to team effectiveness and apply strategies to overcome them.
- Strengthen communication and collaboration within teams through intentional leadership practices.
- Develop an action plan to integrate coaching into daily leadership and team development efforts.

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 a 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.



8. Building and Sustaining Trust

This course introduces Trust Builders, actions leaders can take to build and sustain trusting relationships, as well as common Trust Breakers that can erode or quickly break trust. Applying these skills to build trusting relationships enables people to take risks, identify and solve problems, and collaborate to achieve business results.

Helps leaders:

- Recognize how trust in the workplace affects business results.
- Analyze their role in building and sustaining trust.
- Identify common workplace behaviors that can build, sustain, or break trust.
- Demonstrate behaviors that show they trust others, as well as give people the confidence to trust them.
- Use interaction skills to foster open communication, build and maintain trusting relationships, and repair damaged ones.

Competencies developed:

- Authenticity
- Creating a Culture of Trust
- Earning Trust

Instructor

Loretta Summers, SPHR, SHRM-SCP, is known for her enthusiasm, passion, and humor. She brings energy and real-world experience to her work, helping individuals and organizations navigate change and achieve meaningful results. Loretta has guided managers and executives in becoming more effective leaders, supported teams in strengthening cohesion, communication, and performance, and helped employees at all levels understand their behavior, overcome challenges, and chart a path to success. Her diverse client base includes manufacturing firms, union and non-union businesses, banks, telecommunications companies, hospitals, nonprofits, restaurants, and state and local government agencies. With deep expertise in diversity, human resources management, leadership and management development, and conflict management, Loretta custom designs and facilitates seminars that align individual and organizational potential with success.



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