

## Professional Development Courses

**Our Professional Development Courses this fall are being offered on Zoom to help promote everyone's continued safety. To register, visit [www.indianhills.edu/management](http://www.indianhills.edu/management).**

### MANAGING WORKPLACE FLEXIBILITY

**September 23, 2020 | 9:00-11:30am | Instructor: Russ Curry**

**Course Cost: \$99.00**

The potential benefits of workplace flexibility include: enhanced employee morale, improved employee attendance, increased productivity, and improved recruiting and retention. Workplace flexibility can also align your workforce for a quick and effective response during times of crisis. Employers are increasingly implementing flexible work arrangements to become the employer of choice and maintain a competitive edge. In this session we will review the numerous considerations of implementing any flexible work arrangement and how to avoid performance and legal pitfalls.

### THE NEW NORMAL: VISUALIZING AND CREATING THE FUTURE STATE OF YOUR WORKFORCE

**October 21, 2020 | 9:00-11:30am | Instructor: Russ Curry**

**Course Cost: \$99.00**

Eventually, as businesses re-open and start to fully engage again as the coronavirus pandemic abates, employers and employees will experience a new work world with both immediate and long-term changes, challenges and opportunities. Employers that will succeed during this transition are thinking now about what the future state of their workforce looks like and how to visualize and embrace necessary new best practices and processes. In this session we will give consideration to the health and safety of a returning workforce, remote and flexible work arrangements, leave policies and overall practices and protocols in the "post-pandemic" work world.

### TEAMWORK

**November 18, 2020 | 9:00-11:30am | Instructor: Russ Curry**

**Course Cost: \$99.00**

Building a successful team is not easy. To create and sustain a high-performing team requires developing and sustaining an environment that is both empowering and encouraging while identifying shared goals and objectives. In this session we will cover key make or break aspects of creating and leading a high-performance team including: roles within a team, motivation within a team, how a team develops, recognizing and resolving team dysfunction and conflict, communication within a team, and creating shared understanding and accountability.

### THE MINDFUL MANAGER: PROMOTING SELF-AWARENESS

**December 16, 2020 | 9:00-11:30am | Instructor: Russ Curry**

**Course Cost: \$99.00**

A company culture that promotes people development necessarily acknowledges and encourages self-awareness. Self-aware individuals and teams are adaptable, culturally aware, and make solid decisions based on honest communication. Join us to explore the concepts of individual and organizational self-awareness, and discuss the tools necessary to promote a culture in which people are valued for their differences and supported to make effective decisions.