

Cortex Leadership Consulting



Supervisor Workshop

Three Part Series



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Yokohama Supervisor Development Plan 2025

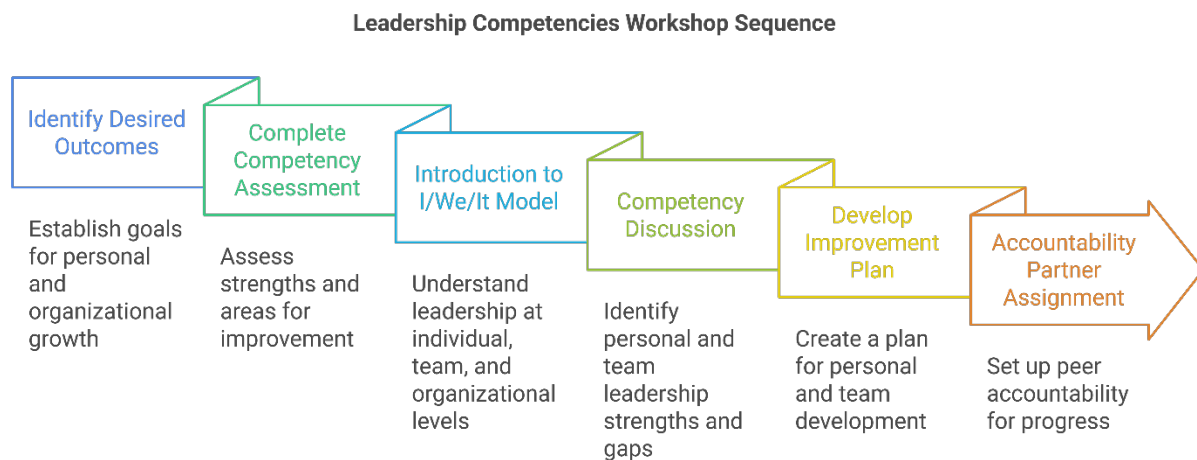
Overview

This development plan, delivered by **Cortex Leadership**, is designed to enhance leadership effectiveness, conflict de-escalation skills, and interpersonal relationships among **Yokohama supervisors**. Through three structured workshops, participants will engage in self-reflection, interactive discussions, and practical exercises to foster growth and skill development.

Workshop Structure

Each supervisor and manager will attend **three** structured **2-hour workshops**, each focusing on a key area of leadership and team effectiveness.

Session 1: Manager/Leadership Competencies



Desired Outcome:

- Identify key Manager/Leadership competencies for personal and organizational growth.
- Develop a personalized improvement plan.
- Strengthen accountability and peer coaching.

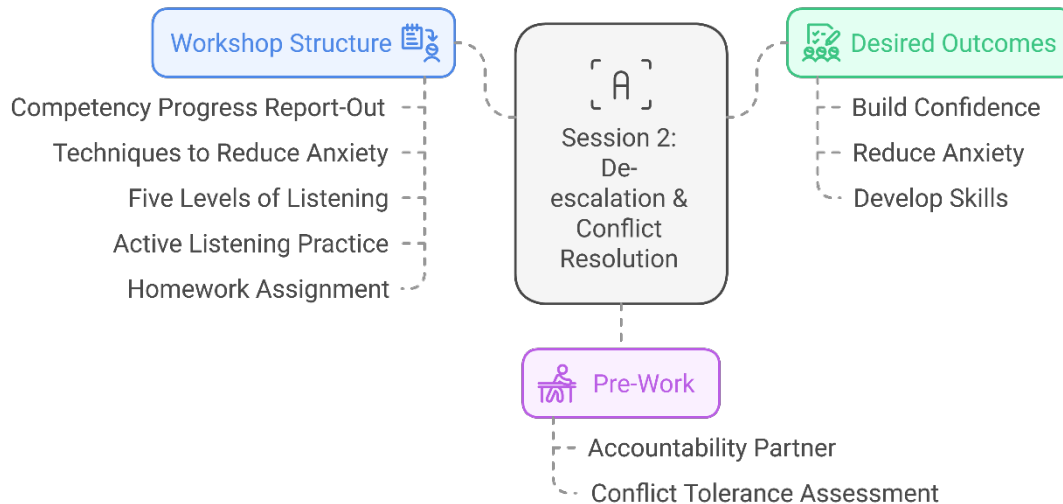
Pre-Work:

- Complete the **Manager as Leader Competency Assessment** to identify strengths and areas for improvement.

Workshop Structure:

1. **Introduction to the I/We/It Model** – Understanding leadership as an individual, team, and organizational process.
2. **Manager as Leader Competency Discussion** – Identifying personal and team leadership strengths and gaps.
3. **Next Steps & Accountability Partner Assignment** – Developing an improvement plan and setting up peer accountability.
4. **Empathy Mapping Exercise** – Enhancing understanding of others' perspectives to improve collaboration and decision-making.

Session 2: De-escalation & Conflict Resolution



Desired Outcomes:

- Build confidence in managing and resolving conflicts effectively.
- Reduce anxiety and stress associated with difficult conversations.
- Develop active listening and questioning skills.

Pre-Work:

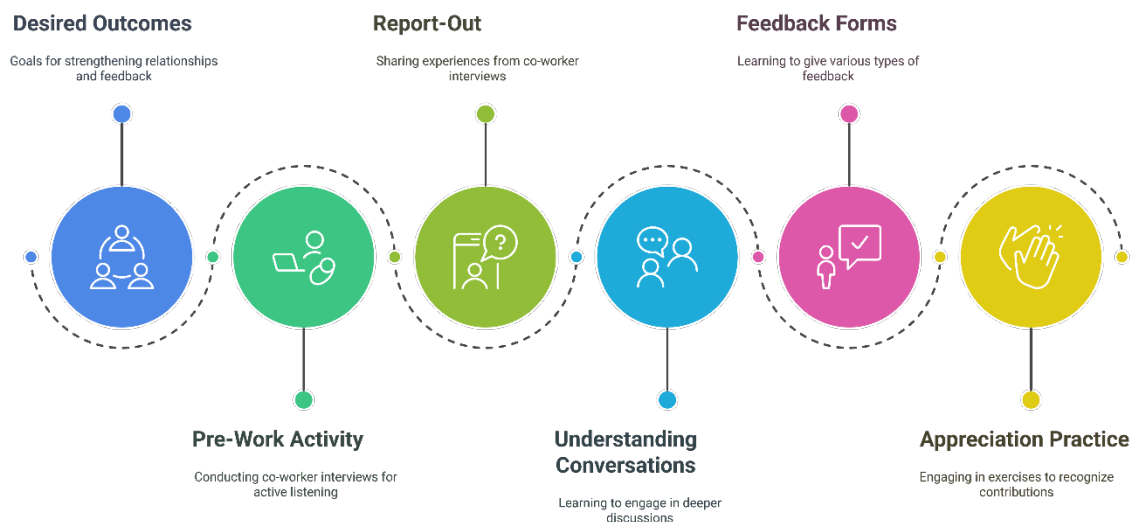
- Follow up with assigned **Accountability Partner** on leadership competency progress.
- Complete the **Conflict Tolerance Assessment** to gauge personal conflict management tendencies.

Workshop Structure:

1. **Competency Progress Report-Out** – Supervisors share updates on their leadership competency improvement efforts.
2. **Techniques to Reduce Anxiety in Conflict** – Exploring de-escalation methods to maintain composure.
3. **Five Levels of Listening & Three Forms of Questions** – Enhancing understanding and communication effectiveness.
4. **Active Listening Practice** – Engaging in exercises to strengthen listening skills.
5. **“Get to Know Someone” Homework Assignment** – Conducting an interview with a co-worker to practice connection and engagement.

Session 3: Conflict Continuation & Appreciation

Workshop Session on Conflict Continuation & Appreciation



Desired Outcomes:

- Strengthen workplace relationships by improving the quality of conversations.
- Develop skills for providing and receiving meaningful feedback.
- Foster a culture of appreciation and recognition.

Pre-Work:

- Conduct a **co-worker interview** to practice active listening and deepen professional connections.

Workshop Structure:

1. **Connecting with Others Report-Out** – Sharing experiences from co-worker interviews.
2. **Understanding Levels of Conversation** – Moving from surface-level to deeper, more meaningful discussions.
3. **Three Forms of Feedback** – Learning how to give constructive, appreciative, and developmental feedback.
4. **Appreciation Practice** – Engaging in an exercise to recognize and acknowledge team members' contributions.

Implementation & Follow-Up

Implementation and Follow-Up Process



- **Accountability Partnerships:** Each participant will have a peer partner to check in on progress and ensure application of new skills.
- **Post-Session Reflections:** Supervisors will document key takeaways and action items for continuous learning.
- **Ongoing Development:** Additional coaching sessions may be provided based on identified needs and progress.

This program, facilitated by **Cortex Leadership**, aims to create stronger, more emotionally intelligent leaders who can effectively lead teams, navigate conflict, and foster a culture of appreciation and collaboration within Yokohama.

Contact Allen Foster, VP & Senior Facilitator, Cortex Leadership Consulting at allen@cortexleadership.com or 540.353.8866 with any questions you may have.

We look forward to serving you!