



PIPELINE Speaker Series

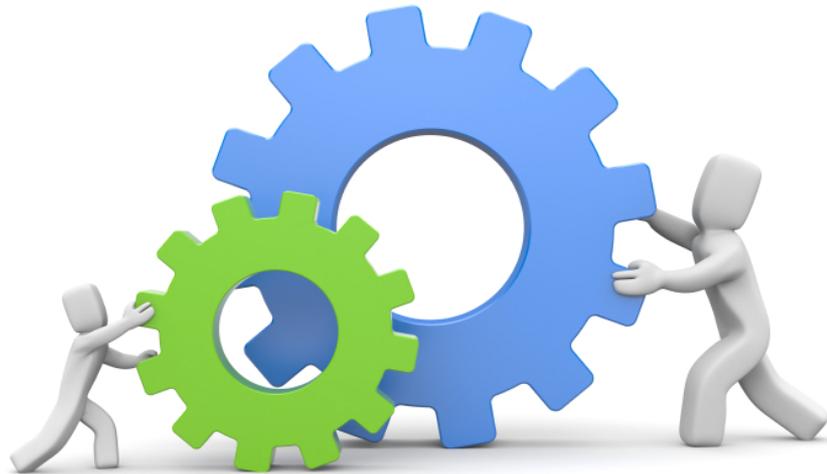
September 13, 2018, 8:00 am

PIPELINE PROGRAM

INDUSTRY-BASED. EMPLOYER-DRIVEN. DUAL-TRAINING EXPERIENCE.

Speaker Series Agenda

- Welcome and Introductions
 - Name, organization, and favorite thing about back to school time
- Introduction of Speaker Series
- Janel Anderson of Working Conversations
- *Leadership for Geeks, Techies, and Crackerjacks*
- Connecting leadership development with the dual-training model
- Next Steps and Closing Remarks



Leadership for Geeks, Techies and Crackerjacks

working
conversations

Janel Anderson, PhD



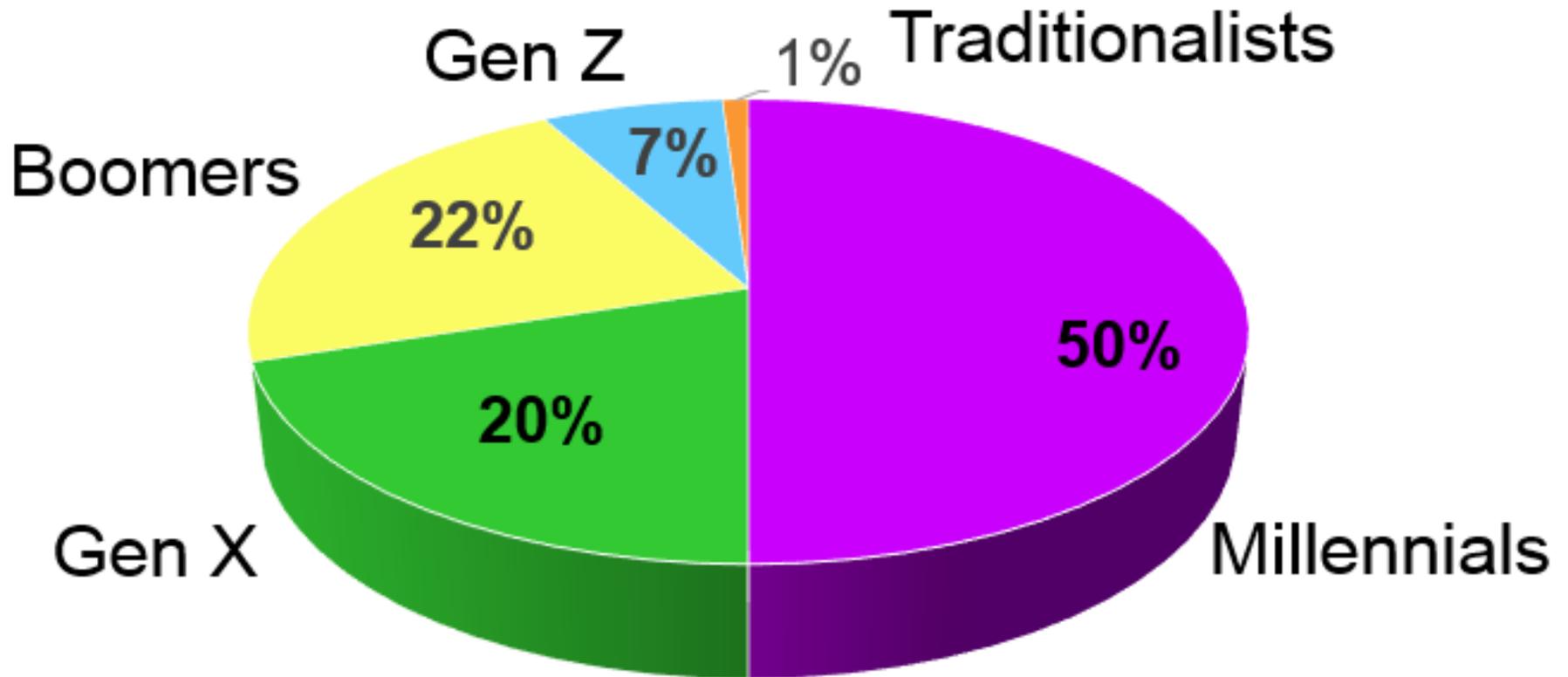
8.36%



10,000
retire daily

80 million
Millennials

2020 Workforce





Janel Anderson, PhD | Working Conversations



Janel Anderson, PhD | Working Conversations



Get People to Act

Communication Strategies and Tactics

“Because . . .”



A photograph of two men in a meeting. The man on the left is Black, wearing a dark red polo shirt, and is looking towards the man on the right. The man on the right is white, wearing a light blue polo shirt, and is gesturing with his hands as if explaining something. They are sitting at a table with a laptop and a glass of water visible. The background is a bright, out-of-focus office setting.

“Help me
understand . . .”

“And . . .”

~~but
however~~

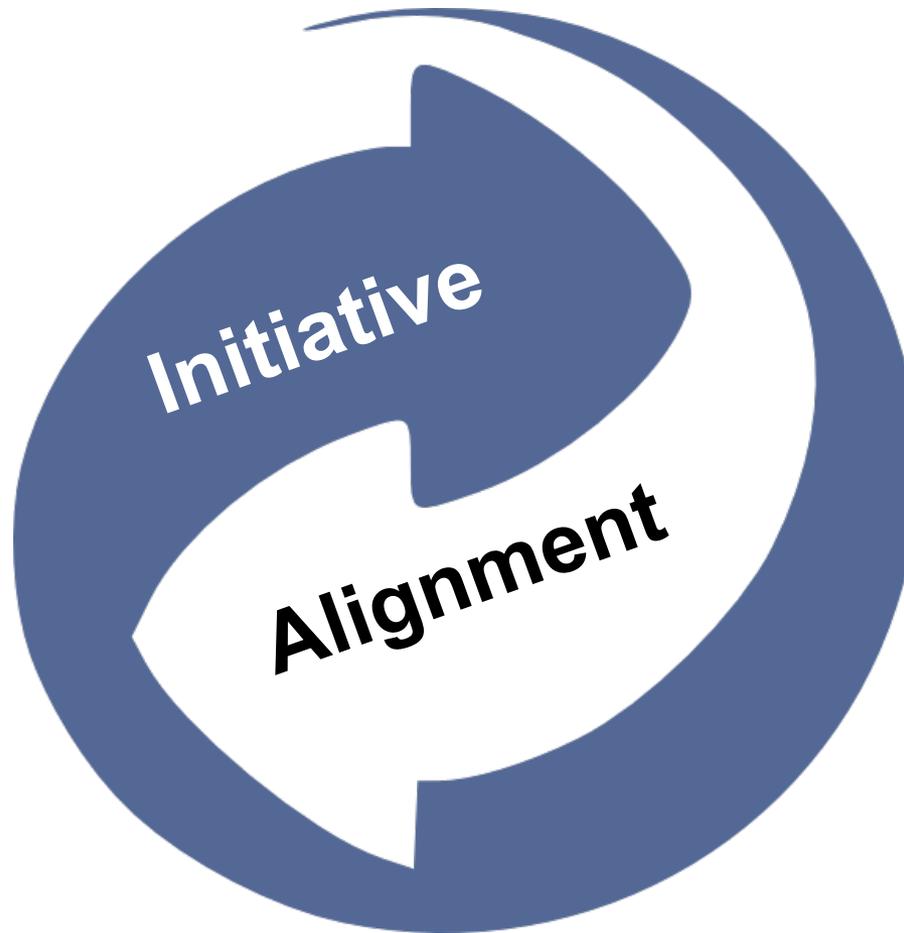


Identifying Leaders

What to look for in emerging leaders



1 & 2





3 & 4

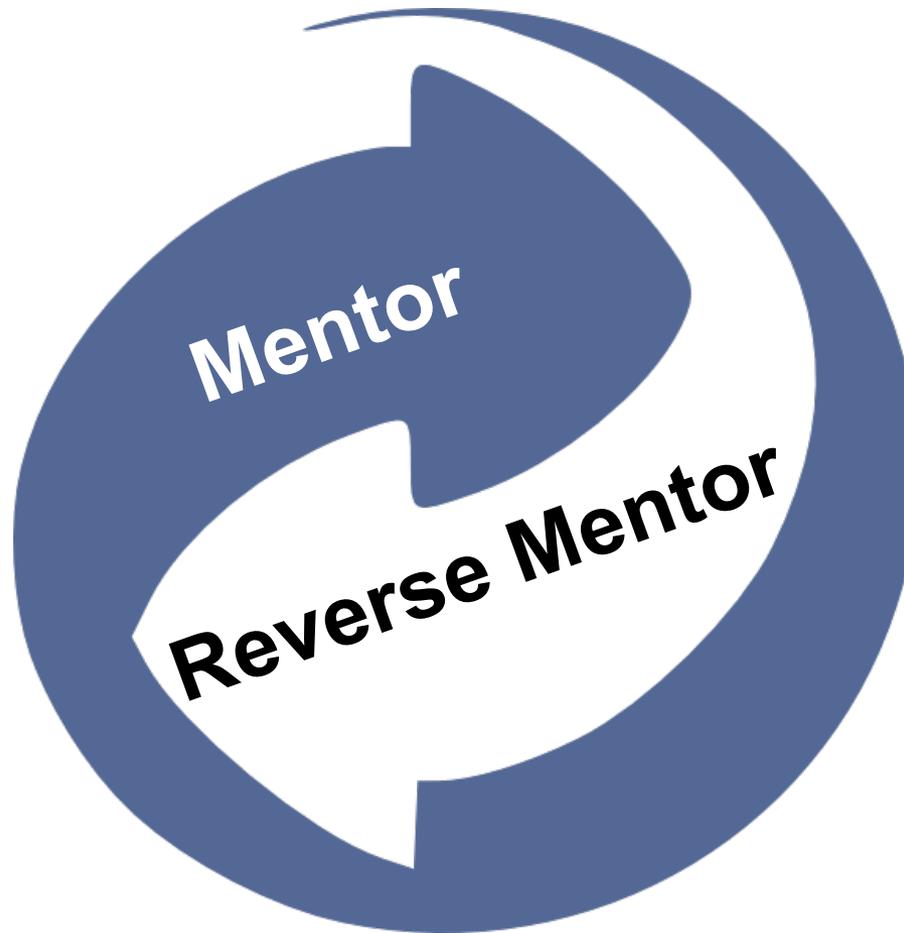




5 & 6

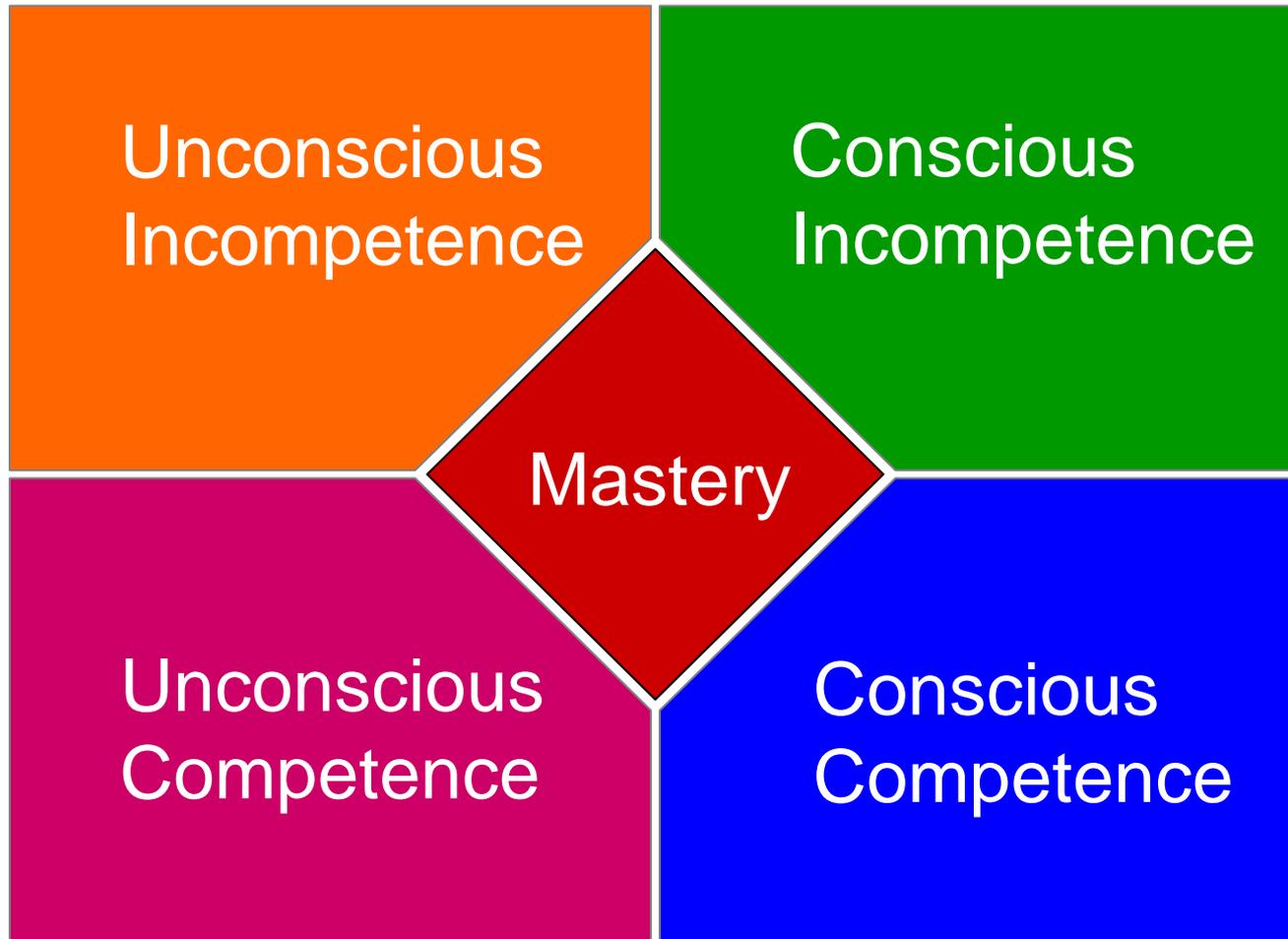


Leadership Geeks





Train before gain





Recap

1. Take initiative.
2. Aligned with the business.
3. Are curious.
4. Demonstrate humility.
5. Display emotional intelligence.
6. Communicate effectively.
7. Open to mentorship.



Leadership for Geeks

twitter



Instagram

You Tube

facebook.

Linked in

working
conversations

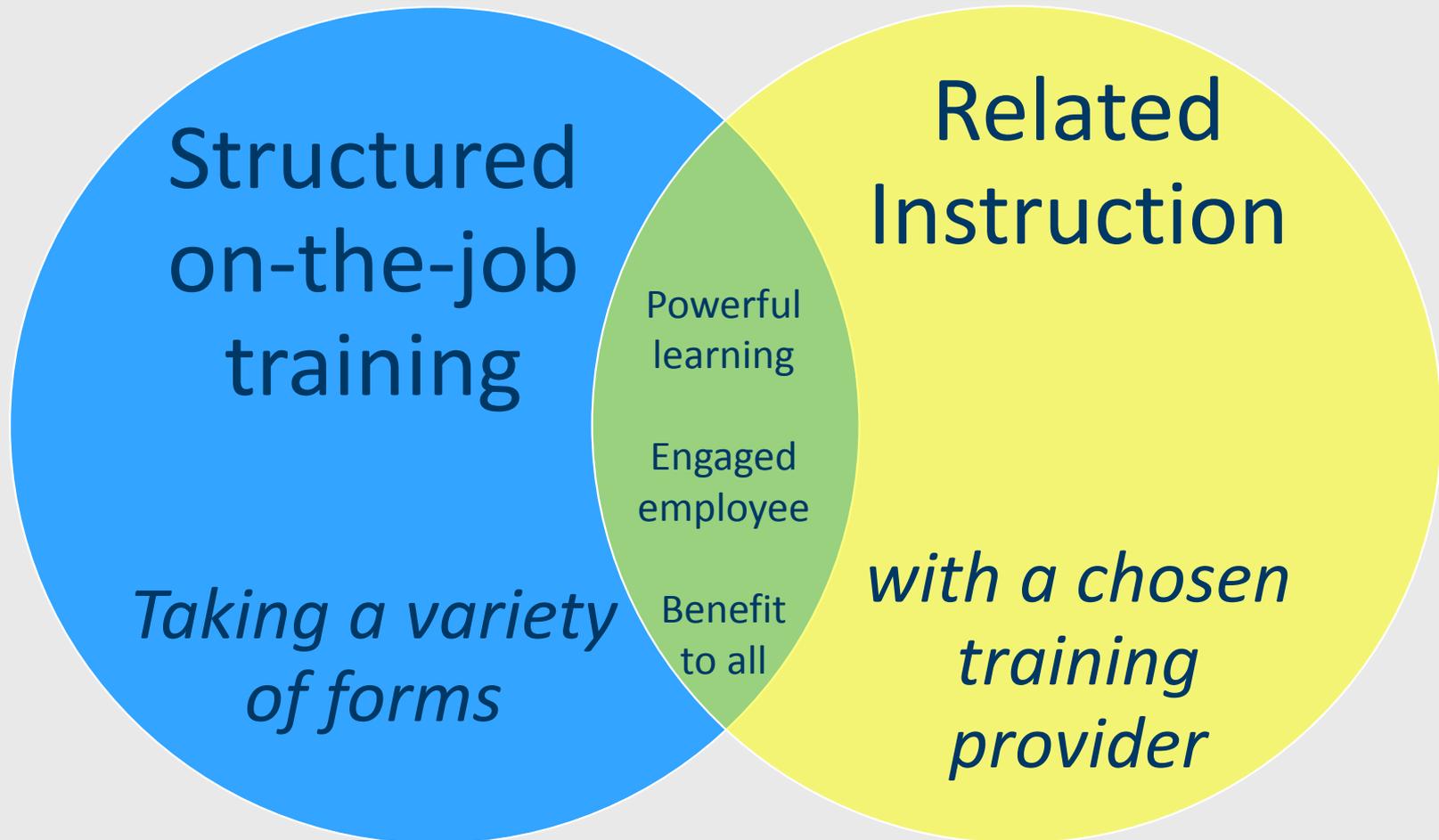
Janel Anderson, PhD
CEO & Chief Conversation Officer

Working Conversations, LLC
working-conversations.com

612. 327. 8026

janel@working-conversations.com

Employment-based Training



Tying in to Dual Training

With on-the-job training comes:

An employee who will more likely take **initiative**.

Colleagues who are **aligned** in their work.

With related instruction comes:

Curiosity about how the work fits into the bigger picture.

Humility that, no matter how much they've learned, there is still more to learn on the job.

Tying in to Dual Training

- **Emotional intelligence** CAN be learned.
- On-the-job training requires some element of self-awareness and self-regulation for both the trainee and the trainer.
- **Communication** is strengthened through practice, which comes about in that on-the-job training model.
- Social awareness and regulation are primarily about communication.

Even if we don't call it "leadership training" ...

- Dual Training is forming future leaders by developing a learning style.
- This translates into a leadership style.
- Those who are mentored are more likely to mentor.
- Contagion.
- Culture.
- Lasting impact.

Upcoming PIPELINE Events

- Industry Council Meetings
 - Monday, October 22:
 - Advanced Manufacturing, 10:00 – noon
 - Agriculture, 2:00 – 4:00
 - Tuesday, October 23:
 - Health Care Services, 10:00 – noon
 - Information Technology, 2:00 – 4:00
- Speaker Series, December 6th, 8:00 a.m.
- Watch for our follow-up survey!

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Thank You!



Annie Welch,
Program Manager
651.284.5353

annie.welch@state.mn.us



Dan Solomon,
Program Consultant
651.284.5355

dan.solomon@state.mn.us



Kathleen Gordon,
Program Consultant
651.284.5388

kathleen.gordon@state.mn.us



Amanda Follmer,
Program Specialist
651.284.5341

amanda.follmer@state.mn.us