

Leadership Workshops for Workplace Well-Being

Build Trust | Improve Communication | Enhance Teamwork

www.lumunoswellbeing.org



Why Invest in Middle Managers?

“Nobody writes poems about middle managers. Nobody gets too romantic about the person who runs a department at a company, or supervises a construction crew, or serves as principal at a school, manager at a restaurant or deacon at a church. But I’ve come to believe that these folks are the unsung heroes of our age. Amid a wider national atmosphere of division, distrust, bitterness and exhaustion, these managers are the frontline workers who try to resolve tensions and keep communities working, their teams united and relationships afloat.” (David Brooks, New York Times)

Managers are responsible for a lot - from the nuts and bolts of hiring and budgeting to the logistics of scheduling and reporting. Too often the more relational skills of building trust, strengthening communication, and establishing cooperative teamwork are much less of a priority. This often leads to an imbalanced, unsustainable, and unhappy work environment. As workplaces become increasingly diverse and dynamic, relational skills are essential to the longterm success and well-being of any organization.

Companies across the globe are learning the benefits of investing in the relational skills of their mid-level managers. Values-driven leaders with good communication skills and empathy for employees build stronger teams. Turnover is lower, absenteeism drops, and employees are happier and more productive. While managers often receive training in logistics, it is critical that workplaces provide training around how to build greater understanding, trust, and cooperation within teams. That’s where Lumunos comes in!

What is a Lumunos Leadership Workshop?

A Lumunos Leadership Workshop is a resiliency and empathy building 1-2 hour session for middle managers. Each session includes skill-building content curated to your organization’s specific needs, plus time for colleagues to share their experiences and brainstorm ways of dealing with their real time issues and challenges. Sessions can be conducted virtually or in-person. We offer three options:

1. A one time training session on any of the topics below.

2. A 6 session team-building cohort experience that can be conducted as a two-day intensive or as a series of weekly, bi-weekly or monthly trainings (whichever best suits your schedule).

Session Topics Include but Are Not Limited To:

- **Called to Leadership:** Leaders who are fueled by the meaning and purpose of their leadership work serve both the organization and their team with greater energy and resilience.
- **Emotional Intelligence:** When leaders know their strengths *and* blind spots, how to regulate their emotions, and how to build relationships, the culture strengthens and efficiency improves.
- **Communication Strategies:** Leaders who can effectively have hard conversations, manage conflict, exchange feedback, and provide encouragement build trust and stronger teams.
- **Developing Positive Team Culture:** Developing a positive team culture is the most important thing a leader can do to increase efficiency, engagement, and retention.
- **Leading in Times of Change:** Leaders need tools and models to help themselves and those they lead to navigate this time of unprecedented change.
- **Setting Priorities:** When time is in short supply (and when is it not?), leaders need tools for setting priorities and managing time pressure without getting to the point of burnout.
- **Others (customizable to your organization's needs):** Work/home balance, how to work with difficult people, setting a vision, compassion/empathy, values-driven leadership.

Why Lumunos?

For nearly 75 years, Lumunos has offered resources and programs that have helped individuals and organizations navigate change and rediscover their call, meaning, and purpose in life. Our time-honored approach to facilitating small groups of leaders within medical centers, nonprofits, schools, and more helps develop resilient and empathetic teams ready to transform the world around them. These sessions provide useful skills and time for reflection, which in turn helps leaders align their management styles and practices with the values your organization upholds.

It has never been more important to invest in middle managers. Making sure they have the skills to be successful in their role will create a more aligned and unified culture — one where people trust their leaders and each other, feel a sense of belonging, and feel confident they can flourish and thrive.

All aspects of the sessions were excellent and deeply appreciated by me and my staff. The Lumunos facilitator gave us both practical techniques/exercises to utilize in our meetings to support each other and enhance our relational capital as well as a framework to have conversations about the road ahead. We have already made concrete change. (Participant, Healthcare Leadership Cohort)

What's Next?

To learn more or to schedule a free 20-minute consultation, contact Doug Wysockey-Johnson, Program Director at doug@lumunos.org.