

# Professional Development Intensive

**Spring  
2017  
Medford**



*Organizations rely inordinately on key staff to maintain and improve operations.*

*Learning and development is vital to recognizing, engaging and retaining talent in critical positions.*

## THE KEY CONTRIBUTOR

*Centerpoint presents a three month program for key professional, administrative and technical staff to leverage strengths, refine style, and build resilience while optimizing competencies and effectiveness.*

**Workshops: March 23; April 6 and 20; May 11**    **Assessments: Starting in March**    **Individual Coaching: 4 hours (through August 2017)**

### Content

Participants will increase awareness of current competencies and professional style (including blind-spots), establish individual goals, learn fundamental concepts and skills, and receive on-going support. The Program supports new approaches to optimize competencies and avoid career-stallers. The Program addresses the 3 Areas of professional competencies with these specific tools and more:

#### Self Management

Assessment & Discovery  
Confidence, Initiative & Risk-Taking  
Professional Brand & Presentation  
Personal Power Grid  
Resilience Building

#### Relationship Management

Effective Listening & Assertiveness  
Customer Service Mindset & Skills  
Conflict Management  
Respect in the Workplace  
Leading Without Authority

#### Productivity and Process

Alignment & Priority Management  
Navigation & Goal-Setting  
Time Management  
Strategies and Tactics  
Organization and Systems

Each participant will customize their experience with extensive, personalized assessments, professional goals, individual Coaching sessions, application of new skills in the workplace, and use of our additional resources. Emphasis on evidence-based professional competencies such as Communicativeness, Drive/Energy, Planning and Organization, etc.

### Format

The Program provides a challenging yet supportive development experience. This is an interactive and practical program. The extended duration provides continuity, supports experimentation in the workplace, and solidifies progress.

**Format:** Three-month program with a closed cohort (up to 18 participants).

**Assessments:** Myers Briggs Type Indicator (MBTI); Conflict Mode Instrument (TKI); Centerpoint360 Multi-rater feedback using 50+ dimensions of professional effectiveness and evidence-based competencies.

**Workshops:** Four high-participation sessions focusing on participant experiences, evidence-based competencies (e.g. Polaris, Lominger / Korn Ferry), practical tools, and case studies.  
March 23; April 6 and 20; May 11 (all 8:30am-1pm).  
Complementary gourmet coffee, tea, juices & fresh-baked goods, and graduation luncheon.

**Coaching:** Four hours individual Coaching with Kelly Williams and/or Elissa Denton (meetings at Centerpoint, and/or by email or telephone).

**Resources:** Library of books and CDs, Polaris and Lominger / Korn Ferry competency tools, and practical workbook.

**Credit:** All participants receive framed certificate upon completion.

### Who Should Attend

The Program is for key Technical, Administrative and Professional staff in non-supervisory roles. The program will energize and refine experienced employees, support those in high pressure positions, and develop new and/or struggling staff in critical positions.

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# Professional Development Intensive



## THE KEY CONTRIBUTOR — Continued

### About Centerpoint

Centerpoint is dedicated to increasing the effectiveness of leaders and their organizations in the Rogue Valley. We hold to our values of integrity, professionalism, client relationships, continuous improvement, and community service.

We provide solutions regarding leadership development, executive and professional coaching, talent management, facilitation, training, outplacement, and behavioral health and wellness.

With local offices and consultants, we build in-depth relationships with our clients, including; Timber Products, Fire Mountain Gems, Oregon Shakespeare Festival, Erickson Air-Crane, Rogue Federal Credit Union, Amy's Kitchen, Southern Oregon Goodwill, Headstart of Southern Oregon, Jackson County, City of Medford, City of Central Point, City of Ashland, City of Grants Pass, etc.

Our alliances ensure our clients receive seamless services throughout the Northwest, and across the country. For more information, visit our website at [www.centerpointonline.com](http://www.centerpointonline.com).

### Program Facilitators



**Kelly Williams:** Kelly is a Senior Consultant with Centerpoint where he focuses on talent management including professional development, performance management, leadership coaching, organizational change, and behavioral health and wellness. Kelly has excelled in leadership, customer service, training and office management roles at Asante Health Systems, Charter Communications, and US Cellular. He is certified by AchieveGlobal for Customer Service Training and Leadership Training. Kelly is an avid Crossfit instructor and competitor.



**Elissa Denton:** Elissa is an Associate Consultant at Centerpoint. She specializes in facilitation, professional development, program and process innovation, behavioral wellness, and inclusivity and diversity. Elissa has held positions of Youth Programs Director, Restorative Practices Specialist, Head Field Instructor, and Advisor with Resolve Center for Dispute Resolution and Restorative Justice, Planned Parenthood of Southern Oregon, Adirondack Leadership Expeditions, and Middlebury College. She is currently completing her Masters of Social Work at Portland State University. Elissa is a long time yoga practitioner and instructor, and enjoys all things outdoors.

### Fees & Registration

\$1,250 per participant (*Limited scholarships and discounts may be available*). Program is limited to 18 participants.

*Cancellation policy: 25% charge once assessments begin and prior to 1st Workshop.*

Contact Centerpoint for full registration information: ☎ Phone (541) 245-0789 ✉ E-mail [info@centerpointonline.com](mailto:info@centerpointonline.com)

Or complete and return the following:

Yes! Contact me to register for **The Key Contributor**

Name		Organization	
Phone	Cell	Email	

☎ Fax (866) 454-9789

✉ Mail 295 E. Main Street #9, Ashland, OR 97520