



# THINK3D UNIVERSITY

PERSONAL | PROFESSIONAL | POTENTIAL

Build a foundation for a lifetime of leadership.



## SDMHA LEADERSHIP PROGRAM

### Structure and Schedule

T3D will be hosting another leadership program for the SDMHA members or team members from their organizations. This program will be approximately 16 weeks long, starting on August 6th, 2024, ending on November 19th.

Class sessions are 60-90 minutes long, and held via Zoom. There will be opportunities for in-person gatherings with other attendees throughout the program.

### Materials and Resources

T3D will provide materials on an on-going basis. This may include workbooks, printed worksheets and coaching resources, recommended reading lists, video content, access to Think 3D University as a learning tool, and more.

There will be field work and other activities assigned as needed throughout the course, materials for these exercises will be included in workbooks and other resources.

### Expectations and Process

This will revolve primarily around two processes T3D has developed.

1: Want, Work, Wins: establishing and articulating goals, desires, and aspirations. Creating a step-by-step plan, and making commitments to achieve specific activities on a consistent basis, and finally setting milestones and communicating them to peers and leaders so they can aid in accountability and celebrating victories.

2: SOIL - Soak it in, Observe, Implement, Look Back and Ahead. In our own version of the scientific method, we will be expecting learners to bring reflections every so often. These reflections help guide activity through debriefing what's going well, and what's not. By providing structure and an expectation of participation, we can create more meaningful experiences in both on-site and virtual sessions.

Learners are expected to attend as regularly as possible, notify facilitators of any upcoming absences, and participate regularly by contributing in-class *and* completing their commitments and fieldwork outside of class.

# SDMHA LEADERSHIP PROGRAM

## Growing Skills, and Characteristics

Communication and Coaching will be the primary focus of the leadership series, along with personal and professional development. The content will be founded in the principles and philosophies of Think 3D's approach to culture and people, however the specifics of fieldwork, topical discussions, and activities will be guided by what's happening with learners in real time.

**Accountability and Activity:** Learners will be expected to set activity goals each week after class, these should be simple actions or steps they can take to promote the culture, communication, and leadership they desire in their respective teams and programs.

**Workshop and Role Play:** Skills don't develop without high quality repetition and continued refinement. The purpose of holding classes so frequently is to ensure that learners have time to workshop ideas, collaborate on solutions, and role-play real-life scenarios, while also setting a touchpoint in order to debrief and review steps they have taken. That being said, since we are limited to 90-minutes each week, there is an expectation learners apply techniques and practice outside of class sessions.

**Assessment Tools:** Without establishing a baseline, and a destination or goal, it can be difficult to measure progress. When this update to the leadership series begins, we will administer a leadership self-assessment that will help articulate areas of confidence, areas of opportunity, and get an idea of what leaders need to feel and perform their best in this organization.

**Community and Relationships:** We are really elevating the cohort model, and want to set the expectation that this isn't something "in addition" to their job, this is part of the job. The primary objective will be to promote consistent relationships, mentorship, and true camaraderie between leaders.

## TOPICAL GUIDE

- Setting Goals and Aspirations as Leaders
  - Want, Work, "Wins" - Measuring Progress
- The Power of Culture
  - Taking Action to Define Our Environment
- BELIEFS and SELF Awareness (Parts 1 & 2)
- Success MindSet (Parts 1 & 2)
- POWER Coaching (4-6 Sessions)
  - Power Coaching | Day to Day
  - Power Coaching | Resolution and Mediation
  - Power Coaching | Practice and Role Play
- Effective Communication
  - Transferring Knowledge and Skills to Our Team and Peers
- Limiting Beliefs + Leadership 101
- A Matter of Time + Personal Development
- Wrapping Up + Action Planning





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## TOPICAL OUTLINE

- Setting Goals and Aspirations as Leaders
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## SDMHA T3DU DATES

- **August 6th (Tuesday)**
- **August 13th (Tuesday)**
- **August 20th (Tuesday)**
- **August 27th (Tuesday)**
- **September 4th (Wednesday)**
- **September 10th (Tuesday)**
- **September 17th (Tuesday)**
- **September 24th (Tuesday)**
- **October 1st (Tuesday)**
- **October 8th (Tuesday)**
- **October 17th (SDMHA Summit Session)**
- **October 29th (CultureCon?)**
- **November 5th (Tuesday)**
- **November 12th (Tuesday)**
- **November 19th (Tuesday)**

## SDMHA PRICING:

SDMHA Members: \$750

Non Members: \$1,250

Typical cost of program is \$1,850

