

Supervisor and Manager Development Program Alignment to Electric Cooperative Employee Competencies	Supervision, Management and Leadership Competencies																			
	Governance and Strategy				External Leadership			Getting Results			Working with and through Others									
	Board Focus	Vision and Strategic Orientation	Organizational Design	Lead Change and Manage Risks	Industry Influence	Community Engagement	Member Focus	Process Management	Program/Project Management	Results Driven	Analytical Thinking and Decision Making	Innovation	Interpersonal Communications	Influence Others	Performance Management	Relationship and Team Building	Diversity and Inclusion	Doing the Right Thing	Commitment to Co-op Values	Integrity and Courage
710.1 Stepping into Your Supervisory Role		●	●				●			●				●		●				●
711.1 Everyone Communicates; Few Connect													●				●			●
712.1 You Can't Do It Alone: Building a Strong Team							●	●								●	●			
713.1 Engaging and Developing High-Performing Employees															●					
714.1 Change is Hard: Guiding Your Team through Complex Times				●			●													
715.1 Building Your Co-op's Culture: The Supervisor's Role		●		●		●	●					●		●					●	●
716.1 Time Management and Productivity Toolkit for Supervisors		●	●					●		●										
717.1 Know the Rules: Legal Responsibilities and Liabilities for Supervisors													●		●		●			
718.1 Personal Communications Styles: Who You Are and How You Impact Others													●				●			

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719.1 Building Trust in the Workplace																●		●	●	
720.1 Transforming Your Team from Dysfunction to Cohesion																●				
721.1 Productive Conflict for Supervisors										●	●		●	●						
722.1 Deliberate Decision Making								●				●								
723.1 Team Dynamics - Your "Natural Approach"																●	●			
724.1 Restoring Emotional Safety and Trust in the Workplace													●	●		●				
Gettysburg Leadership Experience for Co-op Leaders		●		●							●		●	●		●				●
Master Class in Strategy Execution (Touchstone Energy®)	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●			