




Hello!

- We're glad you're here.
- While you wait, please consider this question and respond **in chat**:

On a 1-10 basis, (10 high) how deep is your knowledge about Innovatis Group and its culture?



1-3 *Not much knowledge*
 4-5 *Developing knowledge*
 6-10 *Deeper knowledge*



1 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
 © 2023. All rights reserved. Protected & Confidential

1



March 31, 2023
Session 1
 Innovatis Group Leadership Development Series

This session is being recorded



2

Welcome Back

Please try to keep your cameras on to be fully present.

Dr. Sue Cain Kathleen O'Connor

3 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
 © 2023. All rights reserved. Protected & Confidential

3

Review of the Program

Leading at Innovatis Group

- Discovering Your Management Style
- The Strategic Leader
- Managing Others
- Effective Communication
- Personal Wellness and Leading Others with Emotional Intelligence



4 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023. All rights reserved. Protected & Confidential

4

We're Glad You're Here

Reminder - Visit the Learning Site and download the agenda and materials

Poll: Play Innovatis Group trivia!

Victor Bohnerl will address the group / Q&A

Research: What's changing for leaders in the workplace?

Poll / Discussion: Learning journey

The value of peer mentoring

Meet your learning teams: 1-minute introductions

How to complete the DISC assessment

Session close

Agenda



5 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023. All rights reserved. Protected & Confidential

5

Icebreaker: Innovatis Group Trivia

How well do you know your organization?

- ✓ Head on over to Menti.com and input this code: 46 72 00 5.
- ✓ OR Scan this QR Code with your camera.




6 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023. All rights reserved. Protected & Confidential

6

A Word From **Victor Bohnert**

Please welcome
Victor
to our training session!



Q & A



7 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023. All rights reserved. Protected & Confidential

7


Research:
What's Changing for Leaders in the Workplace?

8

Research
The Current State of Employee Wellbeing

More than 45% of people who changed jobs last year also changed industries, indicating an **unprecedented level of mobility in the workforce.**

This means companies must triple their efforts to create internal mobility, growth opportunities, and career development for their people. Otherwise, staff will just drift out the door.



9 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023. All rights reserved. Protected & Confidential

9

To Leverage this Multifaceted Workforce, Leaders Need to Understand the Business Need for Diversity

As Diversity, Equity, and Inclusion (DEI) research points out, **diverse teams outperform their peers.**

They produce better ideas; they attract stronger skills; and they better understand diverse challenges we face at work.



10 INNOVATIS LEADERSHIP DEVELOPMENT CENTER
© 2023. All rights reserved. Protected & Confidential

10




11

More Than 81% of the Workforce Reports Being Burned Out

Employees are more empowered and vocal than ever, but job mobility is still at an all-time high. Our employees—are overworked, tired, and ready for change.

This situation has forced nearly every company to build an **employee experience team** to identify the journeys and experiences that make employees happy.



12 INNOVATIS LEADERSHIP DEVELOPMENT CENTER
© 2023. All rights reserved. Protected & Confidential

12

1 Not challenging
 2 Somewhat challenging
 3 Very challenging

Chat:
 Job burnout is a special type of work-related stress — a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment.

How challenging is it to lead people who are feeling burnt out?

13

Leading Different Generations

Young employees in their twenties are looking for new relationships, career guidance, constant communication, and excitement.	Early families need flexibility for childcare and child activities.	Middle-aged workers strive for growth and promotion and want to improve their standards of living.	Older workers want purpose, meaning, and work that fits their older eyes, hands, and bodies. Elder care benefits are the fastest-growing additions to your complete benefits program.
-------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------	----------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

innovatis | CONFERENCE AT LEARNING INSTITUTE

14 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
 © 2021. All rights reserved. Protected & Confidential.

14

Research Top Leadership Imperatives

- ✓ Help employees achieve work-life balance and wellbeing
- ✓ Support employees to learn and grow professionally
- ✓ Support belonging and inclusion
- ✓ Assure job security with a personalized salary and benefits plan

"2022 and 2023 Edition: What's on Employees' Workplace Wish List? - Nasdaq.com, 2022"

innovatis | CONFERENCE AT LEARNING INSTITUTE

15 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
 © 2021. All rights reserved. Protected & Confidential.

15

Poll: 1-10 Current Leadership Skills Check-in: Leading in Our Changing Times

This leadership series was designed to help you assess and ensure your team members' wellbeing and performance.

How satisfied are you with your current ability to:

- Help employees achieve work-life balance and wellbeing
- Support employees to learn and grow professionally
- Support belonging and inclusion
- Assure job security with a personalized salary and benefits plan



16

The Value of Learning Teams as Mentors

A key program feature

17

Research on the Value of Peer Mentoring

6X Mentors were promoted 6X more often (than those not in a mentoring program)

5X Mentees were promoted 5X more often (than those not in a mentoring program)

20% Retention rates are 20% higher for mentees and mentors (than non-mentors)*

130% Those with a mentor are 130% more likely to hold leadership positions **

90% 90% of workers who have a mentor report being happy in their job. ***

*Gartner, 2008, as cited in Workplace Loyalties Change: Is the Value of Mentoring Diminishing? (Wharton Business School 2007)

** (Mentoring Impact, Mentoring.org)

*** (Nine in 10 workers who have a career mentor say they are happy in their jobs, CNBC/Survey Monkey, 2019)



18

Resource

How to be a Peer Mentor

Be a ROCK Coaching Model
 Connecting with others as peer leaders allows for confidence, feedback and advice on the job!

- R** Reach out to each other to ask, give, or receive support.
- O** Offer feedback or advice with permission.
- C** Connect on a personal level and practice active listening. (Let go of the need to prepare comments and respond while listening)
- K** Keep it confidential.

innovatis

19

Meet Your Learning Teams

Learning Teams

Team 1		
Stewart Aep	Senior Marketing Coordinator	stewart@innovatigroup.com
Amy Biederman	Director	amy@innovatigroup.com
Margaret Bodine	Manager	margaret@innovatigroup.com
Dale Coates	Engagement Director	dale@innovatigroup.com
Ann Sahn	Senior Director	ann@innovatigroup.com
Melissa Ball	Senior Manager, Education	melissa@innovatigroup.com
Team 2		
Kristin Berna	Director	kristin@innovatigroup.com
MacKenzie Crabtree	Manager	mackenzie@innovatigroup.com
Rachaelen Corson	Senior Director	rachaelen@innovatigroup.com
Ani Zia	Manager	ani@innovatigroup.com
Kathryn Malinowski	Senior Coordinator	kathryn@innovatigroup.com
Team 3		
Paul Deene	VP	paul@innovatigroup.com
Julie Williams	Manager	juliew@innovatigroup.com
Lindsay Voss	Market Research Coordinator	lindsay@innovatigroup.com
Brad Tompkins	Vice President	brad@innovatigroup.com
Kari Messenger	Events Manager	kari@innovatigroup.com
Luisa Reyes	Senior Coordinator	luisa@innovatigroup.com
Team 4		
Kellie Swisher	Senior Events Coordinator	kellie@innovatigroup.com
Addyson Still	Coordinator	addy@innovatigroup.com
Kelly Sapp	Events Director	kelly@innovatigroup.com
Julie Shaffer	Senior Director	julie@innovatigroup.com
Rebecca Ruhlman	Senior Manager	rebecca@innovatigroup.com
Team 5		
Molly Smith	Manager	molly@innovatigroup.com
Micah D'Onofrio	Senior Director	micah@innovatigroup.com
Linnea Keen	President, TLM	linnea@innovatigroup.com
Craig Leahy	Project Manager	craig@innovatigroup.com
Thayer Long	Vice President, Client Services	thayer@innovatigroup.com

innovatis

20

Learning Team Session 1

Breakout and Assignment - 15 Minutes

15 min

Directions

- You can share your screen or use the chat function to upload the file and share within your breakout room
- Spend about 2 mins per person and monitor your time

One Minute Introductions

Your Name: _____ Picture Caption: _____

About You: One fun fact about your picture: _____

A strength team members can count on you for: _____

Share your role at IG, and how long you have been here: _____

What I am most excited about for this program: _____

innovatis

21

Next Steps

This series will focus on building your strengths while also managing your challenges and blind spots.

innovatis | CORNING ATG LEARNING INSTITUTE

22 | INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023, All rights reserved. Protected & Confidential

22

About DISC

Step 1

You will receive an email from martin@onlineworksolutions.com. The email will ask you to complete the DISC Professional Styles Assessment. The assessment takes about 10-15 minutes and will be available for immediate review via your email address.

innovatis | CORNING ATG LEARNING INSTITUTE

23 | INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023, All rights reserved. Protected & Confidential

23

About DISC

Step 2

We have placed numerous resources on your learning site, both video and job aids, for you to review to understand the DISC model and how to apply it at work.


innovatis | CORNING ATG LEARNING INSTITUTE

24 | INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023, All rights reserved. Protected & Confidential

24

About Your Learning Team Assignment


1. Complete your DISC assessment. Start your DISC Action Plan and share your results with your learning team.
2. Ask for feedback and offer feedback.
3. Consider your learning team DISC composition.



innovatis | CORP LEARNING INSTITUTE

25 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023. All rights reserved. Protected & Confidential

25



Q&A Session

26

Reflect

Before you leave the session can you **please list your takeaways** in chat

We love feedback- please send us your thoughts or questions to scain@corplearning.com or koconnor@corplearning.com





innovatis | CORP LEARNING INSTITUTE

27 INNOVATIS LEADERSHIP DEVELOPMENT SERIES
© 2023. All rights reserved. Protected & Confidential

27

Session Close

See you **next session**
Enjoy your first learning
team meeting next week!



28 INNOVATIS LEADERSHIP DEVELOPMENT CENTER
© 2023. All rights reserved. Protected & Confidential
