

MHI Industry Leadership Program

Cohorts 2024



Pre-Work / Action Items

Activities Outside of Virtual Sessions

Everything DiSC & Agile EQ Profile



Self-aware leaders can understand their behavior and communication styles and adjust to the styles and needs of their team, peers, leaders, customers, and external partners.

Activities include:

- Complete the Everything DiSC and Agile Emotional Intelligence (EQ) Profiles
- Complete a one-hour debrief session with a certified DiSC Practitioner to review their style, learn how to utilize DiSC People Reading, and identify opportunities to enhance their emotional intelligence

Complete the profile and schedule a coaching session by April 8th, 2024.

Coaching is a mechanism that broadens people's thinking and helps them envision a wider array of options for their lives. Coaching can support leaders in this fast-paced industry who will be challenged to apply their skills to a rapidly changing environment.

During the program, you will complete at least two coaching sessions. You have the option to complete up to 4 coaching sessions.

1:1 Coaching



Mentoring



The mentoring program pairs each cohort participant with experienced industry leaders. Mentors and mentees are paired based on mentee goals and mentor expertise and leadership experience. During the program, mentees meet with their mentor three times for 30-60 minutes per session. Mentees set a goal to work on with their mentor during the program.

Action Item: Establish a mentoring goal and track progress

Mentoring Session 1 – Introduction & Set Goal

Mentoring Session 2 – Progress on Goal

Mentoring Session 3 – Progress on Goal – What have you learned?

Mentor matches will be shared by the end of the Bootcamp session.

Before each virtual session, you will have access to pre-work information to prepare for the virtual session. The virtual sessions are collaborative with team-based activities and discussions.

In addition to the eight virtual sessions, participants will select one online course elective as an additional learning area. Some focus areas are:

- Delegation
- Negotiation
- Emotional Intelligence & Resiliency
- Problem Solving
- Resolving Conflict

Pre-Work & Online Electives



Learning Journey

Building High Performance Teams



This session introduces five factors that provide a framework for enabling maximum performance for teams. You will look at effective and ineffective behaviors and apply the frameworks to accelerate team performance.

- Describe how your role as a leader is critical to creating and sustaining a high-performance team
- Leverage success factors to involve your team and strengthen their performance
- Create an action plan to maximize team performance

Leadership Communication

Learn to speak more confidently through communication frameworks.

- 3 V's (reminder of voice for meaning-making)
- Speech Bridge (organization)

During the session, volunteer presenters will present a 2-minute elevator pitch and receive both peer and facilitator feedback to improve their style.



Coaching & Feedback



Empowering teams to perform through productive feedback and coaching will be critical as companies move through digital transformations and groups are dispersed in different locations. Using the awareness of the Everything DiSC and Agile EQ styles, you will be able to:

- Describe effective coaching behaviors/skills and evaluate current coaching capabilities
- Recognize the importance of listening and powerful questions
- Conduct effective coaching and feedback conversations through pair and group practice

Across two days, working as a team, you will run a fictitious business and make business decisions to steer the company towards positive financials. Teams will explore the cause-and-effect relationships that govern a company's financial statements and see how their daily decisions impact the company strategically and financially.

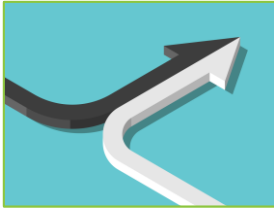
- Read and interpret financial statements
- Identify critical elements affecting profitability
- Identify opportunities for improvements in the business processes
- Analyze financial ratios and key performance indicators, and make priorities accordingly
- Understand how to build a customer base that will yield both short-term profit and long-term sustainable growth

Business Simulation



Learning Journey

Decision Making



Making high-quality decisions is much more than coming up with or picking the best alternative or option. It involves analyzing potential problems or opportunities and then making sound judgments based on your analysis.

In this session, participants will complete a pre-session micro-course on decision-making frameworks and learn more about Six Thinking Hats as a model for inclusive decision-making. During the virtual session, teams will work collaboratively to make decisions to finalize a product pitch to the MHI Sharks.

In this leader-led session, participants will review a real-world case study on communication, managing up, down and across the business and making strategic decisions around LEAN manufacturing.

This session will provide insight from a senior industry leader and facilitate conversations in a broader way, outside the context of one's everyday business and company.

Business Case Study



Additional Resources & Tools



Through the learning management system, participants can access additional tools and view videos on a variety of topics:

- Career Branding
- Storytelling
- Driving More Effective Meetings
- Handling Conflict

Peer discussions and connections happen through the MHI Member App. Post-session sustainment materials, tools, and conversations will allow participants to continue learning in a peer-driven format.

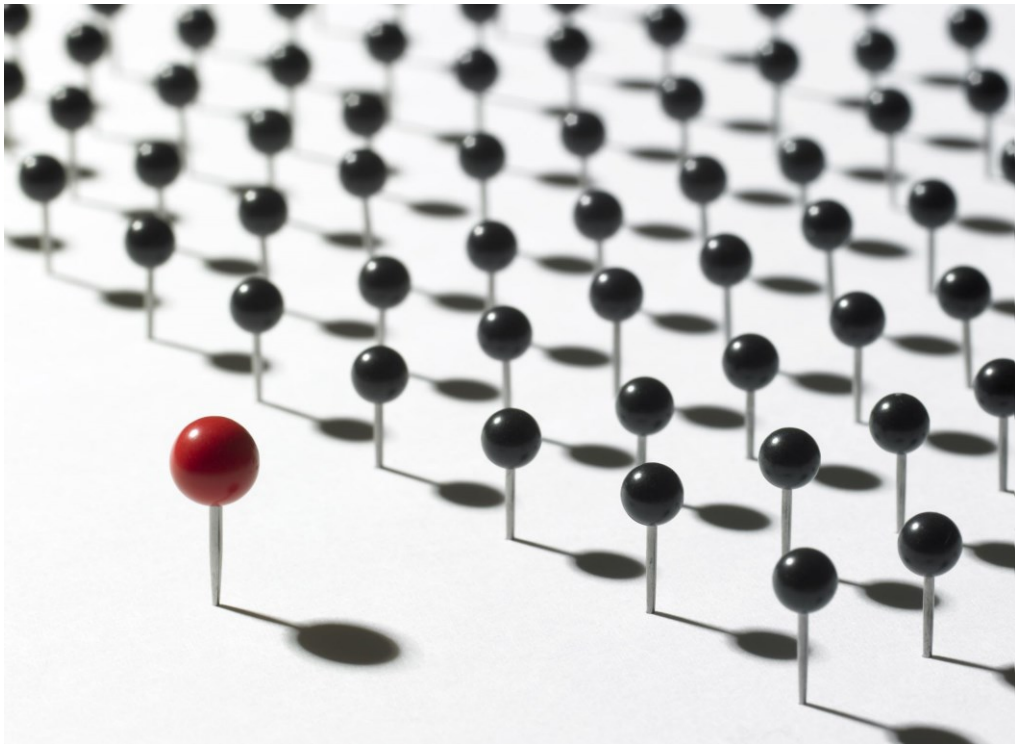
Peer Discussions



Video Connections



Participants connect with each other via an on-the-go video sharing tool. Using a mobile device participants share video introductions and present a speaking pitch for feedback.



- Log on 10 minutes before each live session
 - Test audio/video
 - Participate in a warm-up activity
- Have your participant materials with you for each live session
- Turn on webcam
- Stay present in the session (We give you permission!)
 - Turn off email, cell phone and ignore any other distractions
 - Exit other applications to ensure better bandwidth
- Participate and be prepared to be called on by name
- Allow everyone to speak. Don't dominate the discussion.
- Be brief and to the point. We don't want any Zoom Zombies.
- Be on your own computer/laptop
 - Do not join using a mobile device or tablet
- Mute and unmute yourself as needed
- **Sign off on Program Commitment**

Learning Tools

Program Information

[Program Portal](#)

The Program Portal contains links and information for the program. All other tools can be found via links on the program portal

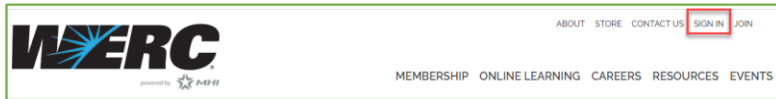
Action Item Tools

Learning Portal / Learning Management System (LMS)

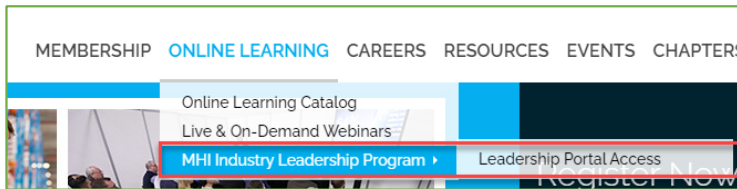
The Learning Portal is where pre-work, post-session recording, online electives, and additional resources are available. It is available through the WERC website.

STEPS

1. Go to the [WERC](http://werc.org) website (werc.org) and click **Sign-In** from the top menu bar.



2. After logging in, select **Online Learning > MHI Industry Leadership Program > Leadership Portal Access**.



MHI Website & My MHI App

If you do not have a login account for the MHI Website, register on the website to create your member login. You will use this login for the MHI Member App.

STEPS

1. Go to the [MHI](http://mhi.org) website (mhi.org) and click **Join MHI**.
2. Enter your contact information. Use your work email address only. No Gmail or other free accounts.
3. Click **Create**.

My MHI App

1. Search and download the **My MHI** app from the Apple or Google Play Store.
2. Log in to the app with your MHI account (created in the steps above).