



Leading with Influence: the Chocolate Series



Online Series Description: The Chocolate Series offers youth workers at all experience levels the opportunity to develop, improve, and “own” their leadership behaviors and management skills.

Participants will earn 4 training hours for each class. **Cost: \$20 for each class if you are in Kent County - \$40 for each class if you are outside Kent County**

Class One: Dark Chocolate: Self Awareness, Skill Assessment and Action Plan

Sweetened chocolate with high content of cocoa solids and no or very little milk. Dark chocolate can either be sweet, semi-sweet, bittersweet or unsweetened and often contains 40-62% cocoa solids. How are you like dark chocolate?

This online training will guide participants to define the difference between leadership and management. Participants will assess personal leadership skills and supervisory competencies. Participants will explore personal values related to leadership and develop an action plan for their own professional development.

Class Two: Bittersweet Chocolate- Managing Relationships

Good quality bittersweet chocolate usually contains 60% to 85% cocoa solids depending on brand. If the content of cocoa solids is high the content of sugar is low, giving a rich, intense and more or less bitter chocolate flavor. Bittersweet chocolate is often used for baking/cooking. If a recipe calls for bittersweet chocolate do not substitute with semi-sweet or sweet chocolate. How are you like bittersweet chocolate?

- Self-assess the five areas of emotional intelligence: self-awareness, self-regulation, motivation, empathy, and social skills.
- Identify practical strategies for increasing competency in each area of emotional intelligence.
- Describe the four temperament personality types of idealist, rational, guardian, and artisan including the strengths and challenges for each.
- Demonstrate effective communication strategies across the four temperament patterns.

Class Three: Milk Chocolate: Collaborating and Cooperating

Milk chocolate normally contains 10-20% cocoa solids (which includes cocoa and cocoa butter) and more than 12% milk solids. It is seldom used for baking, except for cookies.

- Identify a preferred approach to leading change and guiding transition.
- Develop and operationalize collaboration strategies
- Identify group decision making best practices
- Demonstrate effective ways to give and receive feedback

Class Four: Chocolate with Almonds: Supervising

- Identify the challenges of moving from peer to supervisor
- Identify a preferred approach to supervision
- Establish accountability with expectations and standards of performance
- Demonstrate how to give effective feedback
- Build a plan to improve employee engagement

Class V: Chocolate with Crunchies: Mentoring, Coaching and Conflicts (coming soon)

To Sign Up for a Camp Fire West Michigan 4C Class

- Register and make a nonrefundable payment by credit card at our secure online payment site <https://shop.4cchildcare.org/>. This site also lists all of our current classes. We accept Visa, MasterCard and Discover or call the office (616) 451-8281 x232
- If paying by check, money order or Camp Fire West Michigan 4C CACFP vouchers write your name, address, phone number, email address, class title and dates on the form at the end of this class list and send it with your nonrefundable payment to:
Camp Fire West Michigan 4C, Class Registration, 233 East Fulton St Ste 107, Grand Rapids Michigan 49503-3262

For Reflection: *Leading is different than managing. Managing is about directing, organizing, supervising, making and monitoring rules, “being the boss”. Leading is about inspiring, innovating, mentoring, collaborating, embracing change, “being someone others want to follow”.*

Target audience: Youth workers are expected to deliver programming that engages, sparks, and motivates young people. Youth workers, in turn, should expect professional development experiences that are engaging, timely, practical, and that acknowledge their professional identity as a valued partner in nurturing youth readiness for college, career, and life.