

Leadership Success

The skills every leader needs to build an engaged and high-performing team.

Two-day, On-site Customized Program

SEE, Inc. transforms training into performance.

Soaring Eagle Enterprises is a widely-recognized leader in the development, assessment and coaching of successful supervisors, managers and executives in all types of organizations and industries. Our team has extensive experience working with talent management, management coaching, and succession planning and developing the talent needed to extend an organization into the future.

Our specialized approach will insure an extremely high return on your investment in the following areas:

- **Improved performance** at all levels of the organization.
- **Higher productivity** from subordinate team members.
- **Increased team member engagement** and satisfaction through leaders utilizing the learned skills.
- **Reduced turnover** among management and line level team members, reducing the cost of recruiting and associated risks.
- **Reduced team member complaints and grievances.**
- **Improved consistency of operations** through a steady stream of talented leaders.
- **Improved morale** among team members and leaders.
- **Improved internal and external guest satisfaction.**

This two-day program conducted by SEE at your site includes the following topics:

- **Leadership Transition and Understanding Leadership**
- **Communication Skills**
- **Team Engagement, Morale and Motivation**
- **Providing Feedback**
- **Self Awareness and Self Management**

SEE, Inc. challenges and engages learners at a very high level and insures the skills are being mastered and embraced while **creating an enjoyable and satisfying learning environment.**

Each learning unit is supported by **robust materials for participants** that aid learners at the time of facilitation and **provides valuable reference material for future use.**

Each learning unit also contains at least one interactive activity or small group case study discussion.

Personalized Learning with the DiSC® Management Profile

Each leader has their own personality and leadership style. In addition to the seminar topic materials, SEE, Inc. uses the Everything DiSC® Management Profile to assist learners in **understanding their style and how it relates to leadership, communication, conflict, delegation and coaching.** [Sample Report](#)



The DiSC® profile is completed by each participant before the training. **Each participant receives their own report** and uses it during each step of the training. This powerful tool has a great impact by helping leaders better understand themselves and others and **connect more successfully with their team.**

After completion of the Everything DiSC® Management Profile, participants will have access to an exclusive follow-up program that provides greater self-awareness and on-going learning.

SEE, Inc. is an authorized partner for Everything DiSC®, A Wiley Brand. Everything DiSC® is a trademark of Wiley and used with permission.

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Cutting Edge, Green Training: No More Binders

All participants of SEE's in-person training programs receive a customized tablet with seminar materials and other learning tools, instead of binders with paper pages. All participants keep their devices after the training to further encourage lifelong learning and reading.

SEE, Inc. is the only training provider offering the SEEK device with fully customized and preloaded content, individual assessment reports and a portal to access the DiscoverSEE.com online learning offerings.



Connected, Continuous Learning.

Program Agenda

Day 1 - Session 1 - Morning

Leadership Transition and Communication Skills

- Program Expectations and Introductions
- Leadership Expectations and Challenges
- Relationship Changes and Boundaries
- Listening Skills
- Tone in Communication
- Non Verbal Messaging
- Communication Style Matching
- Clarity
- Communication Connection as a Leadership Foundation

Day 2 - Session 3 - Morning

Coaching - Providing Feedback

- Positive Feedback
- Obstacles to Positive Feedback
- Volume of Positive Feedback
- Feedback Balance
- Feedback as a Culture Element
- Corrective Feedback
- Obstacles to Corrective Feedback
- Combining Feedback Types
- Other Types of Coaching
- Feedback Practicum
- Difficult Situations in Coaching

Day 1 - Session 2 - Afternoon

Engagement and Morale

- Team Member Relationships
- Unlocking Discretionary Effort
- Establishing Work Place Tone
- Visible, Available and Approachable
- Engagement Strategies and Skills
- Building Morale and Culture
- Expectancy of Treatment and Interaction
- Unique Connection Between Leader and Follower

Day 2 - Session 4 - Afternoon

Self Awareness and Management

- Understanding Yourself and Others
- Behavioral Blind Spots
- Leadership Style and Emotional Awareness
- Confidence and Resilience
- Building Respect and Trust
- Self-Regulation and Control
- Projecting Positive Leadership Traits
- Personal Accountability and Responsibility

Seminar Cost

Seminar costs are based on the location and the size of the group being trained. For additional information and a price quote, please contact SEE at 702-242-9080 or 800-345-9361 toll free or info@discoverSEE.com.

Additional information on SEE, Inc. is available at discoverSEE.com.

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Leadership Success

Inspirational, Enjoyable and Impactful Leadership Training

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SEE's interactive and personalized approach, combined with trainers who are smart, experienced and fun, make the Leadership Success training inspirational, enjoyable and impactful.

The following are comments from a group of casino managers who participated in a recent Leadership Success training:

"I have to say I have really enjoyed the last two days with Tim Schneider and Katie Meeks. It has been inspirational, informative and motivating. Thank you!"

"Tim and Katie, thank you both for an amazing and inspirational two days. It definitely opened my eyes to my leadership skills and how to improve. Thanks!!"

"Fantastic, impressive, very educational, not enough words to describe it....Fabulous..."

"This program has very much exceeded my expectations in every way."

"Thank you Tim and Katie for two days of the most upbeat and inspirational training I've taken part in. Kudos and hope we meet again."

"DISC – Nothing but rave reviews from my perspective. Thanks Tim and Katie for keeping it real!"

"Absolutely amazing. Enjoyed every bit of it."

"Many thanks to Tim and Katie for the past two days. Out of the literally hundreds of training sessions, seminars and conferences that we have all attended during our time on the ships, this was by far the most engaging and inspirational for me."

Energize and inspire your leaders with this unique and cutting edge leadership training!



SEE, Inc.

Committed Only to Your Success. Our slogan. We live it.

Since 1992, SEE has been delivering memorable and content-rich training programs to a wide variety of industries. Real skills delivered by the best professionals in the country is what has made Soaring Eagle Enterprises a widely recognized leader in training, seminars and professional development solutions. No canned slide shows here. Just the **most effective skills for the modern working environment.**

SEE, Inc. is proud of being different. Proud of being the best value. Proud of having the best programs. Proud of being an industry leader.

Balance of Practical and Academic

Our programs are designed using strict standards for academic research balanced with practical, "been there/done that" experience. The skills and techniques that we provide work in the working environment.

Cutting Edge Material and Techniques

Constant research and being in touch with the practical applications in industry insure that our programs have the highest impact and most current information.

Customized Training Manuals and Resources

In our in-person training sessions we provide each participant a tablet with customized training materials as a reinforcement technique for all programs. This is a proven method of keeping skills active. All of our training materials and completion certificates can be customized.

Certified and Affiliated

Our team is comprised of full-time professionals that have completed rigorous training, certification and coaching prior to working with our client/partners.

Experienced

Thousands of hours, thousands of businesses, organizations and governmental agencies.

Committed to Your Needs and Objectives

Programs created for your needs and presented at your convenience.

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SEE's Leadership Success Training Team

Tim Schneider

Over the past twenty years, Tim has become one of the most sought after trainers, coaches, speakers and professional facilitators in the nation. Renowned for both his style and content, Tim delivers powerful messages about leadership, customer service, team work, communication and personal success. Stylistically, he brings an unparalleled enthusiasm, passion and power to his speaking and teaching which always infects his audience. His love of teaching and speaking becomes obvious within the first few minutes of each presentation. Equally obvious is his sense of humor and desire to make each session enjoyable and fun. You will also quickly see that Dr. Schneider never reads from a script and is very animated and in a constant state of motion while working.



As the author of *LeadWell – The Ten Competencies of Outstanding Leadership*, Tim is a widely recognized expert in leadership development, executive coaching and healthy organizations. He is also the author of *Beyond Engagement: A Guide to Building Healthy and Successful Organizations*. Dr. Schneider is a member of the adjunct faculty for the University of Nevada, Las Vegas and the Community College of Southern Nevada and his professional accreditations include the American Society for Training and Development, International Speakers Association, International Association of Facilitators and Institute for Adventure Learning.

Prior to becoming an instructor, facilitator and speaker, Tim was a senior executive for several major financial service providers in the southwest. He holds a doctorate in Organizational Development from Loyola Marymount University, a master's degree in Business Administration from Arizona State University and a cum laude bachelor's degree in Finance from the University of Wyoming.

Katie Meeks

Katie Meeks is the Vice President for SEE, Inc. and is the architect for Discover SEE Academy. She specializes in the development and delivery of highly engaging online programs.

Katie is also very skilled at delivering coaching, leadership development and professional learning for a wide variety of industries.

Prior to joining SEE, Inc., Ms. Meeks was a successful entrepreneur developing skills in communications, technology and sales. She has over 15 years of progressive growth in her own business, helping small businesses with marketing and in house management solutions as well as assisting with successful investments.



Soaring Eagle's Leadership Success Training Team

Steve Forst

Steve is an organizational consultant focusing on team member and leadership learning and development. He has built a reputation as an enthusiastic learning catalyst and a highly effective process and content facilitator.

In his thirty year career, he has worked internationally in training and organization development roles. He has served as advisor to senior staff, manager of training operations and human resources, leadership coach, as a facilitator of organization effectiveness and development strategies and initiatives. His experience spans the construction industry, banking, global consulting, and public service in both a local municipality and the United States Air Force.



Mr. Forst has a Master's Degree in Human Resources and a Bachelor's Degree in Workforce Development (Training, Education and Development).

As an Air Force veteran, Steve has experience in multiple technical career fields (logistics, munitions maintenance) and education, training and consulting.

Polly Walker

Polly Walker is a dynamic facilitation and training professional with significant depth in quality processes, change management and process improvement. She is approachable, affable and highly engaging in a learning environment.

Ms. Walker holds a Master's Degree in Business Management from the University of Phoenix, a Master's Degree in Public Administration from the University of Oklahoma, and has over 20 years' experience in the public sector.



Her current experience includes Customer Service, Employee Engagement, Project Management, and Process Improvement. Polly holds an Operational Excellence Certification from the University of Nevada Las Vegas, a Quality Improvement Associate (CQIA) certification from the American Society for Quality (ASQ), a Lean Six Sigma Black Belt, and is on the Board of Examiners for the Southwest Alliance for Excellence.

[Additional info on the SEE team](#)