



CHS Cooperative Resources COOPERATIVE LEADERSHIP ACADEMY CATALOG



INVESTING IN PEOPLE • INVESTING IN SUCCESS

People working together are the driving force—the very heart—of the cooperative system. That's why CHS Cooperative Resources provides an array of Cooperative Leadership Academy programs designed to help people in the cooperative system excel in their roles today and in the future for shared success.



These courses from Cooperative Leadership Academy can help you create a strategic advantage for your cooperative that will build the next generation of leaders and enable a long and successful future for your cooperative, your employees and the customers you serve.

Leadership development programs



Foundations of Finance

The focus of this program is to simplify finance for those who are new to finance or are non-finance professionals. This is a practical course that utilizes case studies and a financial simulation to help take the mystery out of finance for participants. Topics include financial ratios, financial benchmarks, budgeting, inventory, and feasibility studies.

Who should attend: New and emerging cooperative leaders



Foundations of Supervision

This program helps new first-level leaders transition successfully from individual contributors to leaders of others. It uses two proven tools: the FranklinCovey “Six Critical Practices for Leading a Team” and the Everything DiSC® Management model. Participants identify strengths and challenges associated with their personal management style, and then create action plans for improvement. They also learn how to build a cooperative leader mindset, engage team members, set goals, delegate, provide feedback, lead change, and manage time and energy. The program includes in-person and virtual sessions, with structured activities over a six-week period.

Who should attend: New and emerging cooperative leaders



Leading for Impact

Learn how to think big, adapt quickly, translate strategy into meaningful work for your teams, and coach people to a higher level of performance. Offered in partnership with FranklinCovey, Leading for Impact is a comprehensive and practical program focused on how to inspire trust, create vision, execute strategy and help others reach their full potential within a cooperative. The program includes in-person and virtual sessions over an eight-month period, with participants working with their cooperative teams on a series of tasks such as creating team culture and vision statements. A 360-degree assessment at the start of the program will help leaders identify strengths and areas of opportunity to improve their skills.

Who should attend: Experienced managers



Leading for Results

Leading for Results is specifically designed to enhance strategic leadership skills and capabilities to create long-term growth for your cooperative. This comprehensive course was designed in collaboration with North Dakota State University (NDSU), combining real-world lessons with the academic strength of a major ag university. The curriculum includes: governance, finance, strategic planning and execution, leadership and communication skills, and risk management. This executive-level course qualifies for eight credits toward a graduate degree (MBA) at NDSU.

Who should attend: Current CEOs or general managers

Cooperative Leadership Capability Framework

Designed to drive leadership capabilities that drive success today and in the future



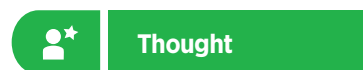
People

- Collaborative
- Develops talent
- Communicates effectively
- Drives vision and purpose



Results

- Action-oriented
- Ensures accountability



Thought

- Customer-focused
- Manages complexity
- Cultivates innovation



Self

- Courageous
- Demonstrates self-awareness
- Resilient

Choose the program that matches your goals and your employees' needs

Crucial Accountability



Are you interested in taking your team's performance to the next level? Learn how to enhance team performance by holding your people accountable in a way that is both firm and respectful. This course teaches a straightforward, step-by-step process for identifying and resolving performance gaps, strengthening accountability, eliminating inconsistency and reducing resentment.

Who should attend: Individuals in any role who have completed Crucial Conversations

Crucial Conversations



Have you been avoiding that tough conversation? Tired of dancing around the topic? Ready to address the elephant in the room? Crucial Conversations gives you the tools and confidence to foster open dialogue around high-stakes, emotional or risky topics. By learning to speak authentically and to be heard, you'll uncover the best ideas, make high-quality decisions and be able to act on those decisions.

Who should attend: Individuals in any role

Everything DiSC Workplace®



Build more effective and productive working relationships based on an understanding of different behavioral styles. In this course, you'll use a simple profile tool designed to help you understand yourself and other people. This course includes an interactive assessment process, real-world tips and practical strategies that are useful for team building, employee communication, conflict management, motivation, career development and more.

Who should attend: Individuals in any role, leadership teams, functional or cross-functional teams (such as project teams), and other existing teams

High-Impact Presentations



Effective communication is critical in any role. Whether you are persuading colleagues, informing your board, selling to a customer or energizing a team, the power of your presentation can make the difference between success and failure. This course teaches how to refine your presentations for maximum influence, credibility and impact.

Who should attend: Anyone interested in taking their presentation and speaking skills to the next level

New Leader Assimilation



If you're new to your team and interested in reducing the amount of time it takes to develop a successful working relationship with your team, consider New Leader Assimilation. This session provides new leaders a quick, non-threatening, facilitated process to answer important questions and to openly address concerns the team may have. The process accelerates learning, enhances early bonding and re-energizes the team. Consider pairing this session with Everything DiSC Workplace® to further enhance working relationships and productivity.

Who should attend: Leaders with three to six months of experience with their new teams

 **In person**  **Live online**  **Blended**

All courses are in person, live online, or blended. Blended consists of in person and digital (online).

Leverage live online learning

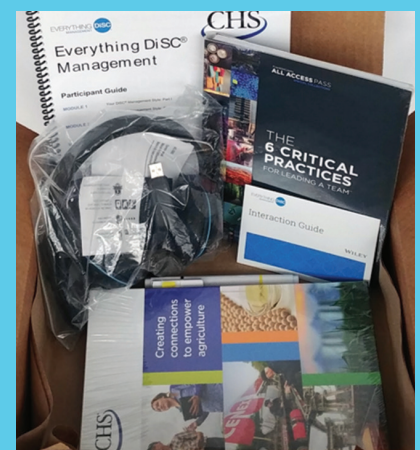
Building your team's knowledge and expertise has never been more important—and the demands on their time and your business have never been stronger. Now you can provide the training and learning opportunities employees need without disrupting operations or taking them away from work, home and family.

Learning in place

- Less time away from the cooperative
- No costs or wasted time associated with travel
- No need to miss important events at work or home

Engaging format

- Short 1.5- to 2.5-hour class sessions increase learner engagement
- Fast-paced activities, polls, quizzes and videos keep energy high
- Certified instructors interact with students throughout the class
- Small group breakout sessions and learning partner assignments build a network with leaders across the country
- High-quality print materials support all types of learners
- Ability to practice and implement learning in the flow of work



Each live online participant receives customized learning materials and other items to make class time enjoyable and productive.

Here's what graduates have to say about their Cooperative Leadership Academy experience

“Foundations of Finance was excellent for me as I am now working on budgets, feasibility studies for acquisitions, new store builds and company assets.

- Energy manager

“The most important takeaway from Crucial Conversations was **learning how to apply the strategies** we were taught to make the most out of each tough interaction.

- Location manager

“The short, bite-sized modules kept me engaged.

- Live online learner

“I enjoyed the breakout rooms and being able to have small group conversations.

- Live online learner

“**Leading for Impact** provides new ideas and guidance to become a better leader.

- Agronomy salesperson

“**The interaction with other people in Crucial Accountability** and how each was going to apply to their roles was valuable.

- Agronomy sales and operations director

Like sustainable growth, engaging leaders is an ongoing process

The unique advantages of the cooperative system lie in the strength of its people. Cooperative Leadership Academy development programs provide important benefits.

Equip leaders
to drive customer growth and profitability

Strengthen
the cooperative brand

Enhance
cooperative's ability to attract and retain top talent

Unleash
potential and close employee engagement gaps

Develop
the next generation of leadership

More information

Contact us at: cooplearning@chsinc.com or call 651-355-4503

The cooperative resources team at CHS is focused on providing member cooperatives with resources and services to support their strategy, talent and leadership development needs.



chsinc.com/cooperativeleadershipacademy