

## // Career Pathways

# CREATE A CULTURE OF BELONGING THROUGH LEADERSHIP DEVELOPMENT



WorkForge is proud to introduce our comprehensive suite of leadership training offerings, including new Diversity, Equity, and Inclusion (DEI) courses. Designed specifically to address the unique needs of manufacturing environments, these courses can help existing leaders and supervisors refresh their skills while also helping new leaders shift into managerial roles.

## DEI Plays a Crucial Role in 3 Key Areas of Manufacturing:

1. Upcoming Retirement Surge and Its Impact on Knowledge Transfer, Hiring, and Training
2. Creating More Inclusive and Supportive Workplace Environments
3. Fostering a Diverse Talent Pool and Creating Equitable Opportunities For Growth

### WorkForge's Leadership Career Pathway now includes new DEI courses developed with Dr. Ron Williams:

- Introduction to Diversity, Equity, and Inclusion
- DEI Compliance
- Understanding and Managing Bias
- Preventing Discrimination and Harassment
- Cultivating Safe Spaces
- Developing Cultural Competence

► **63%**

of surveyed manufacturers link the business benefits of DEI to an enhanced ability to attract, retain, and develop talent\*



With 38 years devoted to higher education, Dr. Ronald (Ron) C. Williams spent the last 27 years as a faculty member in the College of Business at Coppin State University (CSU), including a stint as interim dean from 2013 to 2017. Dr. Williams has built a career focused on community-centric academic innovation, notably establishing the first formal relationship between a Historically Black College and University (HBCU) and a state-of-the-art community-embedded makerspace in the nation.

# A COMPREHENSIVE LEADERSHIP OFFERING

## Level 1

### Essential Communication

- 1.1 Introduction to Communication
- 1.2 Effective Communication
- 1.3 Verbal Communication
- 1.4 Written Communication
- 1.5 Nonverbal Communication
- 1.6 Listening Skills and Clarity

## Level 2

### Leadership

- 2.1 Leadership
- 2.2 Meetings
- 2.3 Diversity
- 2.4 Creativity
- 2.5 Problem Solving
- 2.6 Team Building

## Level 3

### Team Building

- 3.1 Working in a Group
- 3.2 Group Communication
- 3.3 Effective Collaboration
- 3.4 Life Stages
- 3.5 Decision Making
- 3.6 Teamwork
- 3.7 Team Development

## Level 4

### Problem Solving

- 4.1 Conflict Management
- 4.2 Team Problem Solving
- 4.3 Understanding Conflict
- 4.4 Communication
- 4.5 Managing Conflict

## Level 5

### Supervisor Skills

- 5.1 Handling Dangerous Workplace Situations
- 5.2 Introduction to Diversity, Equity, and Inclusion
- 5.3 Preventing Sexual Harassment
- 5.4 Sexual Harassment Guidelines for Supervisors

WorkForge also offers In Person Leadership Workshops that can be bundled with our digital courses.

#### In-Person Workshops Can Include:

- Leading with Authenticity: Cultivating Leadership
- Fostering Trust: The Role of Feedback and Recognition in Building High-Performing Teams
- Mastering the Art of Coaching: Empowering Growth and Development
- Navigating Change with Confidence and Clarity