

Sample of DLA Training Managerial/Supervisory Courses

Behavior-Based Interviewing (BBI)	1 day
<p>This course teaches participants how to conduct a behavior-based interview and covers topics such as doing a job analysis, determining the core competencies, and benchmarks for a job and identifying behaviors that indicate competency possession. Participants will write and then practice asking behavior-based questions and clarification questions in an interview setting. Participants will also practice rating the interview and selecting a candidate.</p>	
Everyone is a Leader	1 day
<p>Regardless of job title, everyone is a leader in some aspect of their life. This course introduces nonsupervisory personnel to the essential knowledge and skills a leader must possess. This course is designed for nonsupervisors. This course may be particularly useful for team leads and project leads.</p>	
Is Supervision for You?	1 day
<p>This course will provide the participant with an opportunity to critically consider the question “is a supervisory position right for me?” as it applies to their own career planning. Participants will have the opportunity to assess their own leadership and supervisory skills during this course to help them determine if a career in supervision is a good fit for them. This course is not intended to actually build leadership skills.</p>	
The Myers-Briggs Type Indicator (MBTI) for Leaders: Develop More Effective Leaders of Every Personality Type	1 day
<p>Strong leaders provide direction to their teams, peers, and organizations. But who provides guidance to those leaders? This course offers a unique Leadership Map that helps leaders chart their own course to becoming even more effective.</p>	
Situational Leadership	6 hours
<p>This course introduces the concepts of Situational Leadership. Each participant will complete the Leader Behavior Analysis II (LBA II) assessment to help them determine their preferred leadership style, their secondary style, and their developing leadership styles. The participants will discuss how to apply the results of their LBA II to become more effective leaders.</p>	
Understanding and Managing Conflict	1 day
<p>The cornerstone of the Understanding and Managing Conflict course is the Strength Deployment Inventory (SDI). Using the results of the SDI self-assessment, students will explore the motivations that drive their own behavior. With increased self-awareness, and a better understanding of what motivates the behavior of others, students can more readily recognize potential sources of conflict. They can then adapt their own behavior in ways that minimize the potential for destructive conflict, and enhance the probability of attaining mutually productive outcomes. This course can be particularly helpful for intact teams and work groups that want to improve communication and team effectiveness.</p>	