



Program Schedule and Details

Note: The innovative [Tallahassee Leadership Academy](#) was developed by Dr. Gabrielle K. Gabrielli and takes a systematic approach to leadership development by providing rigorous curriculum, assessments, coaching, mentoring, and formative and summative evaluation. In addition to classroom-based instruction, leaders stay connected via technology and all sessions are recorded for those who miss. Visit the end of this document for registration details. <http://bit.ly/leaderapp2020>

Month	Program	Location	Details
19 February 4-8pm (Program, working dinner, and mentoring)	<i>Kickoff, Leadership. Servant Leadership</i> For Emerging and Seasoned Leaders	Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road	<p>The initial session is meant to help introduce participants to one another, bond as a team, and begin to develop essential leadership skills such as learning about your own leadership styles and digging deeper into your own leadership as well as addressing any fears and sharing goals. By the end of this session, participants will be able to:</p> <ul style="list-style-type: none"> • Define leadership. • Assess servant leadership skills. • Explain characteristics of servant leaders. • Describe how to apply leadership techniques to overcome adversity and positively influence others. • Develop an action plan to work on the areas that need the most improvement. <p>Mentoring: Leadership Academy participants will have the opportunity to get to know others in the program to help determine whom they would like to be paired with as mentors and mentees.</p>
11 March 4-8pm (Program, working dinner, and mentoring)	For Emerging and Seasoned Leaders <i>Managing Time, Priorities, Change, and Stress</i>	Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road	<p>In today's hectic world, there never seems to be enough time. There is really no way to manage time but there are ways to manage priorities to free up your time for what matters most to you. In addition to teaching change and priority management strategies, Dr. Gabrielle K. Gabrielli will share techniques to help participants better manage stress and fill their schedules with what matters most. Focused energy helps powerfully transform a good leader to a great leader. In this session, Dr. Gabrielli will also help you work to develop your own action plan including writing SMARTER goals:</p> <ul style="list-style-type: none"> • Specific • Measurable • Acceptable • Realistic • Time Focused • Extending • Rewarding



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			Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process. This session will discuss the power of mentoring and it will help the group make decisions about their pairings.
12 March	Deadline for Completed Mentoring Pairing Requests	Application: http://goo.gl/forms/lhDdmFwi Guide: http://tinyurl.com/leadermentorguide	Approximately 30 days from program start, participants are required to complete the online mentorship application including providing their top three requested matches as well as what they seek from a mentoring relationship. Because there the best match may be outside the class, one of the questions asks if people mind being paired with a returning leader from a previous class.
16 March	Mentor Pairings Announced	Online	All applications will be screened, and every attempt will be made to match the top requested match with each candidate.
14 April 1-5pm	For Emerging and Seasoned Leaders <i>Mentoring and Coaching</i>	Virtual Session via Zoom	Mentoring and coaching are extremely beneficial to personal and professional development. This session will prepare everyone to have effective mentoring and coaching relationships, as well as to understand the roles including the need for accountability. By the end of this session, participants will be able to: <ul style="list-style-type: none"> • Describe the roles and responsibilities of mentors and mentees. • Explain how a mentor can positively influence a mentee. • Differentiate between coaching and mentoring. • Discuss strategies to develop successful mentoring and coaching relationships. • Demonstrate effective mentoring techniques including active listening, trust building, and challenging and encouraging improvement.
22 April 12:30-3:30pm	For Returning Leaders ONLY <i>Prioritizing and Balancing Competing Priorities</i>	Virtual Session via Zoom	We have all learned about managing priorities, but sometimes there are so many to juggle that it can be overwhelming determining how to prioritize all the competing priorities. By the end of the session, participants should be able to: <ul style="list-style-type: none"> • Discuss existing priorities. • Determine how best to proceed with prioritization. • Develop an action plan to help balance future competing priorities.
18 May 1-5pm	For Emerging and Seasoned Leaders <i>Resilience: Thriving in Adversity</i>	Virtual Session via Zoom	Adversity is something we all experience, but how we deal with it can drastically impact the outcome and our future. Dr. Gabrielle K. Gabrielli will help you assess your ability to deal with adversity then practice tactics to help with resilience. Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process.

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24 June 1-5pm	For Emerging and Seasoned Leaders <i>Emotional Intelligence and Conflict Resolution</i>	Virtual Session via Zoom	<p>Emotional Intelligence (EI) is being increasingly recognized as the most important factor in career success and life satisfaction. Dr. Gabrielle K. Gabrielli teaches that EI is more important than cognitive intelligence (IQ) and helps us manage our lives better as well as the way we relate to other people. It enables us to better determine motivations. We will also practice the CALM model of conflict resolution to help participants more effectively manage emotions in times of conflict.</p> <p>By the end of this session, participants will be able to:</p> <ul style="list-style-type: none"> • Define emotional intelligence (EI). • Explain the five competencies of EI. • Discuss how to improve EI in yourself and others. • Apply the CALM model of conflict resolution. • Develop an action plan for improvement.
			Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process.
29 June 10:30-1:30pm	For Returning Leaders ONLY <i>Managing Change in Times of Crisis</i>	Virtual Session via Zoom	<p>Who could have predicted that in the year 2020, we would be faced with two major simultaneous global crises? As a result, change is happening at an unprecedented rate. What strategies should leaders use to navigate the rapid pace of change, and how is best to manage the impact these changes have on our lives? This session will help leaders learn to better manage change in times of crisis.</p>
20 July 1-5pm (Program, working lunch, and mentoring)	For Emerging and Seasoned Leaders <i>Next Level Communication - Everyone Communicates , Few Connect</i>	Virtual Session via Zoom	<p>Every day, we communicate frequently in person and via text messages, social media, phone calls, and email. Unfortunately, miscommunication happens often, and we miss opportunities to connect with people through much more meaningful communication. If you want to truly succeed, you must learn to connect with others and with yourself. This includes gaining awareness of habits that send the wrong message and implementing techniques to take communication to the next level. Dr. Gabrielle K. Gabrielli, Maxwell certified leadership speaker, coach, and trainer, will share strategies that will help you improve your ability to move beyond just communicating to connecting with yourself and with others.</p>
			Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process. Any concerns or challenges will be addressed to help ensure success.



Month	Program	Location	Details
5 August 1-5pm (Program, working lunch, and mentoring)	For Emerging and Seasoned Leaders <i>Marketing and Branding Yourself including Networking in Person and Online</i>	Virtual Session via Zoom	Whether you would like to be considered for a promotional opportunity in your current organization, be hired in a new position, or convince people to do business with you, you must learn to professionally market yourself. When people ask you what you do or what you aspire to do, are you able to eloquently and succinctly describe it in an elevator speech? Do you know proper etiquette for networking online and in person? Are you using LinkedIn to its full potential to market yourself? This session will help you get a better idea of the true impression you are giving, plus it will help you improve your impact on others when you network online or in person.
			Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process. By this point, participants will have had time to work together. This session will help progress roles.
26 August 3-7pm (Program, working lunch, and mentoring)	For Emerging and Seasoned Leaders <i>Mastering Negotiation and Buy-in AND Motivating and Positively Manipulating Difficult People</i>	Virtual Session via Zoom	Negotiation is a critical skill that leaders need, but one that many people lack. Whether you want to pay a lower price, develop a contract, secure resources, or get paid more, you must develop the skill to negotiate. Dr. Gabrielle K. Gabrielli will share tactics to analyze a situation, examine others' motivations, develop a plan, and use interpersonal skills and effective communication to negotiate your way to success. Part of this class will also involve how to gain buy-in from board members, employees, supervisors, customers, and others.
			Whether it's a board member or family member, supervisor or direct report, coworker or client, there are people in this world who are difficult and who make our lives more challenging. Motivation is the key to performance, but how do you positively motivate not just those individuals you know are easily motivated, but also difficult people who may be resistant to your suggestions? This session will equip leaders of all levels to improve skills in effectively handling difficult people. Dr. Gabrielle K. Gabrielli will help leaders master strategies to determine the root cause and when possible, help improve the person's behavior as well as brainstorm options when dealing with bad behavior.
			Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process. The intent is to focus on how participants have applied new skills and to address any questions or concerns.



<p>23 September 10:30-1:30pm</p>	<p>For Returning Leaders ONLY <i>Self-Care for Leaders</i></p>	<p>Virtual Session via Zoom</p>	<p>Leaders often do an excellent job taking care of others including their team at work, their family at home, volunteer organizations, friends, pets, and more. Often servant leaders take care of others to the detriment of taking care of themselves. However, in order to be the best possible version of yourself and to avoid burnout, you must practice effective self-care. Dr. Gabrielle K. Gabrielli will share strategies to help you schedule time to take care of your most valuable commodity - you. Leaders must learn to effectively take care of themselves in order to continue to positively impact others.</p>
<p>23 September 1:30-5pm</p>	<p>For Emerging and Seasoned Leaders <i>Leading Your Life to Achieve Your Passion, Your Purpose, and Your Potential</i></p>	<p>Virtual Session via Zoom</p>	<p>What do you really want out of life? Passion is the fuel for your dreams, and it's why you care about goals. Potential is your capability to achieve success. Purpose is why you are meant to live your life. In this session, Dr. Gabrielle K. Gabrielli will share strategies to become highly efficient and effective in setting and achieving goals to live your passion, your purpose, and your potential. This session will help you not only in your current role, but also far beyond that including with leadership legacy.</p> <p>By the end of this session, learners will be able to:</p> <ol style="list-style-type: none"> 1. Define focus, fundamentals, fight, fun, and finish. 2. Apply the 10 questions of performance success to reach your potential. 3. Describe the impact achievement of goals would have on you and others. 4. Practice the 8 steps of successful goal achievement. 5. Develop and execute the 4 critical components of an action plan to attain fulfillment. <p>Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process. The intent of this session is to continue to improve the mentoring experience.</p>
<p>21 October 1:30-5pm <small>(Program, working lunch, and mentoring)</small></p>	<p>For Emerging and Seasoned Leaders <i>Financial Leadership: Strategies for Success</i></p>	<p>Virtual Session via Zoom</p>	<p>Money is often the number one cause of relationship challenges and stress, yet people often fail to exhibit leadership when it comes to their finances. Dr. Gabrielle K. Gabrielli used sacrifice and thriftiness to overcome poverty and homelessness in order to achieve financial freedom. Using self-taught strategies, she paid off 10 years of student loans in just 3 years. She went from living in her car to buying a home and paying off a 30-year mortgage in just 10 years to become debt free. She currently pays herself a salary of \$12k per year and manages to live a great life by living within her means, yet she is still able to donate funds to nonprofits. Leadership Academy graduate Tonya Chavis' story is equally profound. In this session, Gabrielle and Tonya will share their tools, tips, and tricks to help you achieve financial freedom and success no matter your income!</p>



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			<p>Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process. The intent of this session is to continue to improve the mentoring experience.</p>
<p>22 October 5pm-7pm</p>	<p>For Emerging and Seasoned Leaders <i>Potluck Gathering</i></p>	<p><i>Gabrielle Consulting's Leadership Development Center</i></p>	<p>Join Leadership Academy participants for a safe gathering with social distancing at Gabrielle Consulting's Leadership Development Center. Please bring a potluck dish to share, and Gabrielle will provide utensils, hand sanitizer, and more.</p>
<p>16 November 1:30-5pm</p> <p>(Program, potluck working lunch, and mentoring)</p>	<p>For Emerging and Seasoned Leaders <i>Leading a High Performing Team</i></p> <p>AND</p> <p><i>Self-Care for Leaders</i></p>	<p>Virtual Session via Zoom</p>	<p>At the core of every high performing team is communication followed by trust, enthusiasm, accountability, and motivation. By the end of this session, you should be able to:</p> <ul style="list-style-type: none"> • Explain the importance of trust, enthusiasm, accountability, and motivation to TEAM effectiveness. • Assess your own team trust and team performance. • State the stages of team development. • Discuss the 17 indisputable laws of teamwork. • Describe the characteristics of a high performing team. • Develop an action plan for improvement. <p>Leaders often do an excellent job taking care of others including their team at work, their family at home, volunteer organizations, friends, pets, and more. Often servant leaders take care of others to the detriment of taking care of themselves.</p> <p>In order to be the best possible version of yourself and to avoid burnout, you must practice effective self-care. Dr. Gabrielle K. Gabrielli will share strategies to help you schedule time to take care of your most valuable commodity - you. Leaders must learn to effectively take care of themselves in order to continue to positively impact others.</p> <p>Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process including next steps with the program. The intent of this session is to get the group excited about how they can become mentors for the year ahead to stay engaged at a higher level.</p>
<p>4 December 10:30-1:30pm</p>	<p>For Returning Leaders ONLY <i>Healthy Strategies to</i></p>	<p><i>Gabrielle Consulting's Virtual</i></p>	<p>During this unprecedented time of a global pandemic and outrage over racial injustices, leaders may feel anxious and frustrated. Dr. Gabrielle K. Gabrielli will facilitate a powerful discussion on healthy strategies to deal with these emotions.</p>

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	<i>Deal with Frustration and Anxiety</i>	Session via Zoom	Participants will work through scenarios and come up with an action plan to achieve better balance in their physical and mental health.
10 December 1:30-3:45pm	For Emerging and Seasoned Leaders <i>Intentional Leadership: Choosing a Life of Purpose</i>	Virtual Session via Zoom	We all have a longing to be significant. We want to make a contribution and to be a part of something noble and purposeful. Unfortunately, many people wrongly believe significance is unattainable. They worry that it's too big for them to achieve...that they have to have an amazing idea, be a certain age, have a lot of money, or be powerful or famous to make a real difference. The good news is that none of those things is necessary for you to achieve significance and create a lasting legacy. The only thing you need to achieve significance is to be intentional. And to do that, all you need to do is start. Every major accomplishment that's ever been achieved started with a first step. Sometimes it's hard; other times it's easy, but no matter what, you have to do it if you want to get anywhere in life. Dr. Gabrielle K. Gabrielli will help you take that first step, and the ones that follow, on your path on a life that matters.
10 December GRADUATION 4:00-5:00pm	<i>Sharing Innovation and Inspiration then Graduation, Celebration, and the Future</i>	Virtual Session via Zoom	This graduation celebration will help show participants how far they've come in improving their leadership skills, and it will provide the groundwork for the next year's plans to take their skills to an even higher level and to continue the mentoring relationships. The ceremony is 4-5pm. Gabrielle Consulting will present the Leader of the Year award to an Academy participant. <i>* Graduation celebration open to family, friends, and colleagues.</i>

Register for the 2021 Leadership Academy at bit.ly/2021leaderapp.

The [Tallahassee Leadership Academy](#) is an innovative leadership program designed and developed by Dr. Gabrielle K. Gabrielli of Gabrielle Consulting, Inc. It began in 2013 with a partnership with Tallahassee Community College. The program takes a systematic approach to leadership development by providing rigorous curriculum, assessments, coaching, mentoring, and formative and summative evaluation. In addition to classroom-based instruction, leaders stay connected via technology including a website portal and discussion forum. All sessions are streamed live and recorded for anyone who needs to participate remotely, who must miss, or who wants to review the content. Investment in the yearlong comprehensive Leadership Academy is just \$1998 for emerging leaders and \$2498 for seasoned leaders. Seasoned leaders receive two additional 90-minute one-on-one coaching sessions with Maxwell certified coach Dr. Gabrielle K. Gabrielli, valued at \$1000. For any questions, contact Dr. Gabrielli at gabrielle@gabrielleconsulting.com or 850-321-8222.