



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/leaderapp2019>

Month	Program	Location	Details
7 February 12:30pm-4:30pm (Working lunch 12:30-1pm; Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)	<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. • Define servant leadership. • 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 to become successful. <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>
28 February 12:30pm-4:30pm (Working lunch 12:30-1pm; Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)	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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Leadership Academy for Professionals in Tallahassee, Florida - Gabrielle Consulting - 2018 SCHEDULE

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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 initial session will discuss the power of mentoring, and it will help the group make decisions about their pairings for the program.
1 March	Deadline for Completed Mentoring Pairing Requests	Application: http://goo.gl/forms/lhDdmFvJ 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.
6 March	Mentorship Pairings Announced	Online	All applications will be screened, and every attempt will be made to match the top requested match with each candidate.
20 March 1:00-4:30pm (Working lunch 1:00-1:30pm; Program 1:30-4:30pm)	For Returning Leaders ONLY <i>Business Building for Leaders</i>	<i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i>	What does it take to be successful in business? Whether you are working for an organization or have your own business, there are strategies you can use to help you be effective. By the end of the session, participants should be able to: <ul style="list-style-type: none"> • Assess your organizational and client needs. • Develop a value proposition and business plan. • Effectively brand yourself and your organization. • Apply neuroscience to improve marketing strategies. • Develop an action plan for improvement.
21 March 12:30-4:30pm (Working lunch 12:30-1pm; Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)	For Emerging and Seasoned Leaders <i>Mentoring and Coaching</i>	<i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i>	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. Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process. The focus on this session will be how to have an effective mentoring relationship. This will be the beginning of the process for mentor pairings.

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18 April 12:30pm-4:30pm ((Working lunch 12:30-1pm: Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm))	For Emerging and Seasoned Leaders <i>15 Laws of Personal Growth: Live Them and Reach Your Potential</i> AND <i>Networking in Person and Online</i>	<i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i>	<p>Great leaders always focus on self-improvement. Learn some of the tried and true principles that are certain to help a person grow including leadership guru John C. Maxwell's 50 years of insights about what it takes to reach our potential. To achieve our dreams, we must be intentional in every aspect of our lives. Here are a couple of the laws Dr. Gabrielli will cover:</p> <ul style="list-style-type: none"> • Law of the Rubber Band. Growth stops when you lose the tension of where you are and where you could be. • Law of Tradeoffs. You have to give up to grow up. <p>The best leaders are servant leaders who live like they lead, and they are exceptionally good with emotional intelligence since their focus is on others first.</p> <p>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 for networking? 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.</p>
16 May 12:30-4:30pm (Working lunch 12:30-1pm: Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)	For Emerging and Seasoned Leaders <i>Emotional Intelligence and Conflict Resolution</i>	<i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i>	<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"> • Describe characteristics of servant leaders. • Assess servant leadership skills. • 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. <p>Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process.</p>

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22 May 1:00-4:30pm (Working lunch 1:00-1:30pm; Program 1:30-4:30pm)	For Returning Leaders ONLY <i>Dealing with Difficult People</i>	<u>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</u>	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. 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.
13 June 12:30-4:30pm (Working lunch 12:30-1pm; Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)	For Emerging and Seasoned Leaders <i>Next Level Communication - Everyone Communicates, Few Connect</i>	<u>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</u>	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. 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.
24 July 12:30-4:30pm (Working lunch 12:30-1pm; Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)	For Emerging and Seasoned Leaders <i>Resilience: Thriving in Adversity and How to Be a REAL Success</i>	<u>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</u>	Success is not a destination. It is a process – a lifelong strategy of building on strengths, minimizing weaknesses, and focusing on the people and points of life that are most important. In How to be a REAL Success, Dr. Gabrielle K. Gabrielli will help you understand the keys you need to succeed in life. Whether you are a civil servant or a corporate executive, you will achieve great things by understanding four very important success-building areas: Relationships, Equipping, Attitude, and Leadership. She will also discuss thriving in adversity. Mentoring Q&A: Mentors and mentees will have the opportunity to ask questions and receive coaching on the mentoring process. By this point in the program, participants will have had some time to work together. This session will help progress roles.

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14 August 1:00-4:30pm (Working lunch 1:00-1:30pm; Program 1:30-4:30pm)	For Returning Leaders ONLY <i>Intentional Leadership: Choosing a Life of Purpose</i>	Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road	<p>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.</p> <p>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.</p>
15 August 12:30-4:30pm (Working lunch 12:30-1pm; Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)	For Emerging and Seasoned Leaders <i>Motivating and Positively Manipulating Difficult People</i>	Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road	<p>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.</p> <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 focus on how participants have applied new skills and to address any questions or concerns.</p>
19 September 12:30-4:30pm (Working lunch 12:30-1pm; Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)	For Emerging and Seasoned Leaders <i>Mastering Negotiation and Buy-in</i>	Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road	<p>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.</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>17 October 12:30-4:30pm (Working lunch 12:30-1pm: Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)</p>	<p>For Emerging and Seasoned Leaders <i>Leading Your Life to Achieve Your Passion, Your Purpose, and Your Potential</i></p>	<p><i>Gabrielle Consulting's Leadership Development Center</i></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>13 November 1:00-4:30pm (Working lunch 1:00-1:30pm: Program 1:30-4:30pm)</p>	<p>For Returning Leaders ONLY <i>The Psychology of High Expectations in Leadership</i></p>	<p><i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i></p>	<p>Are you an overachiever? Do you always step up when others step out? What should you do to balance priorities and avoid overcommitting yourself yet still make a positive difference? Dr. Gabrielle K. Gabrielli encourages people to lead their lives, taking things to the next level.</p> <p>By the end of this session, learners will be able to:</p> <ol style="list-style-type: none"> 1. Determine root causes of high expectations. 2. Align priorities and commitments. 3. Describe ways to prevent burnout. 4. Discuss strategies to better manage expectations, priorities, and commitments. 5. Develop an action plan to determine next steps for success.
<p>14 November 12:30-4:30pm (Working lunch 12:30-1pm: Program 12:30-4:15pm; Mentoring 4:15pm-4:30pm)</p>	<p>For Emerging and Seasoned Leaders <i>Intentional Leadership: Choosing a Life</i></p>	<p><i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i></p>	<p>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.</p> <p>The good news is that none of those things is necessary for you to achieve</p>



	<i>of Purpose</i>		<p>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.</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>13 December 2:00-4:30pm</p>	<p>For Emerging and Seasoned Leaders</p> <p><i>Leadership Legacy and Leadership Gold</i></p>	<p><u><i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i></u></p>	<p>Leadership guru Dr. John C. Maxwell says, "Gaining leadership insight is a lot like mining gold. You do not set out to look for dirt; you look for the nuggets." Unfortunately, many so-called leaders value "fool's gold" and announce rather than inquire, intimidate rather than encourage, threaten rather than nourish, and focus on weaknesses rather than capitalize on strengths. These individuals tend to be what Jean Lipman-Blumen characterizes as "toxic leaders, destructive bosses, and corrupt politicians." On the other hand, great leaders understand that no leader would be great without the support and help of others. In this session, Dr. Gabrielle K. Gabrielli, Maxwell-certified speaker, trainer, and coach will share important concepts to ensure you get ahead and your people are behind you. You will determine your legacy and develop an action plan to mine leadership gold.</p>
<p>13 December <i>Reception and GRADUATION</i> 4:30-6:00pm</p>	<p><i>Sharing Innovation and Inspiration then Graduation, Celebration, and the Future</i></p>	<p><u><i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i></u></p>	<p>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 reception and appetizers begin at 4:30pm, and the ceremony is 5-6pm. Gabrielle Consulting will present a Leader of the Year award to an Academy participant.</p> <p><i>* Graduation celebration open to family, friends, and colleagues.</i></p>

Register for the 2019 Leadership Academy at <http://bit.ly/leaderapp2019>

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 Program including curriculum, mentoring, coaching, assessments, and evaluation developed by Dr. Gabrielle K. Gabrielli of Gabrielle Consulting, Inc. For details contact gabrielle@gabrielleconsulting.com or 850-321-8222.



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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.