



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
7 February 1:30pm-5:30pm (Working lunch 1:30-2pm: Program 1:30-5:15pm; Mentoring 5:15pm-5:30pm)	<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. • 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>
28 February 1:30pm-5:30pm (Working lunch 1:30-2pm: Program 1:30-5:15pm; Mentoring 5:15pm-5:30pm)	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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			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.
6 March	Deadline for Completed Mentoring Pairing Requests	Application: http://goo.gl/forms/lhDdmFvi 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.
13 March 1:00-4:00pm (Working lunch 1:00-1:30pm: Program 1:00-4:00pm)	For Returning Leaders ONLY <i>Staying Motivated during Tough Times</i>	<i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i>	Even the most motivated leaders go through difficult times that challenge them. Dr. Gabrielle K. Gabrielli will share what can be done to keep positive momentum during the tough times. By the end of the session, participants should be able to: <ul style="list-style-type: none"> • Explain expectancy theory of motivation. • Discuss specific instances that have stifled momentum. • Describe strategies to increase motivation during tough times. • Apply neuroscience to improve motivation no matter the challenges. • Develop an action plan for improvement.
15 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.
25 March 1:30pm-5:30pm (Working lunch 1:30-2pm: Program 1:30-5:15pm; Mentoring 5:15pm-5:30pm)	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 will be how to have an effective mentoring relationship.



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15 April 1:30pm-5:30pm (Working lunch 1:30-2pm; Program 1:30-5:15pm; Mentoring 5:15pm-5:30pm)	For Emerging and Seasoned Leaders <i>Financial Leadership: Strategies for Success</i>	<u>Gabrielle Consulting's</u> <i>Leadership Development Center, 3035 Eliza Road</i>	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. In this session, Gabrielle will share her tools, tips, and tricks to help you achieve financial freedom and success no matter your income!
20 May 1:30pm-5:30pm (Working lunch 1:30-2pm; Program 1:30-5:15pm; Mentoring 5:15pm-5:30pm)	For Emerging and Seasoned Leaders <i>Marketing and Branding Yourself including Networking in Person and Online</i>	<u>Gabrielle Consulting's</u> <i>Leadership Development Center, 3035 Eliza Road</i>	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.
22 May 1:00-4:00pm (Working lunch 1:00-1:30pm; Program 1:00-4:00pm)	For Returning Leaders ONLY <i>Leadership Ethics in Negotiation, Conflict Resolution, and Accountability</i>	<u>Gabrielle Consulting's</u> <i>Leadership Development Center, 3035 Eliza Road</i>	Some people in positions of leadership but are not true leaders. Instead, they use their powerful roles to manipulate, to control, and to marginalize people whose opinions may differ from theirs. Dr. Gabrielle K. Gabrielli will help leaders master strategies to determine the root cause as well as brainstorm options when dealing with behavior that may be unprofessional or even unethical. Participants will discuss and role play scenarios of negotiation, conflict resolution, and possible courses of action to provide accountability for people in positions above them.



Leadership Academy for Professionals in Tallahassee, Florida - Gabrielle Consulting - 2019 SCHEDULE

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25 June 1:15pm-5:15pm (Working lunch 1:15-1:45pm; Program 1:15-5pm; Mentoring 5pm-5:15pm)	For Emerging and Seasoned Leaders <i>Next Level Communication - Everyone Communicates , Few Connect</i>	<u>Gabrielle Consulting's</u> <i>Leadership Development Center, 3035 Eliza Road</i>	<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> <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.</p>
22 July 1:00pm-5:00pm (Working lunch 1-1:30pm; Program 1-4:45pm; Mentoring 4:45pm-5pm)	For Emerging and Seasoned Leaders <i>Resilience: Thriving in Adversity AND Motivating and Positively Manipulating Difficult People</i>	<u>Gabrielle Consulting's</u> <i>Leadership Development Center, 3035 Eliza Road</i>	<p>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.</p> <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. By this point, participants will have had time to work together. This session will help progress roles.</p>

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.



Month	Program	Location	Details
13 August 9:00am-1:00pm (Working lunch 1-1:30pm; Program 1-4:45pm; Mentoring 4:45pm-5pm)	For Emerging and Seasoned Leaders <i>Developing Creativity and Applied Imagination to Problem Solving</i>	<u>Gabrielle Consulting's</u> <i>Leadership Development Center, 3035 Eliza Road</i>	<p>In a study of more than 1,500 CEOs from 60 countries and 33 industries, it was found that creativity is the most critical skill to help CEOs navigate our ever changing, complex world. Unfortunately, top executives often don't practice their creative skills enough to be successful in using them. In this session, Dr. Gabrielle K. Gabrielli will challenge your creative abilities in innovative ways. You will learn Dan Roam's five SQVID questions (<u>Back of the Napkin</u>) as a faster, more focused alternative to brainstorming. You will also use crowdsourcing strategies to help solve each other's challenges or problems.</p> <p>To solve problems, you should be able to develop pictures to focus on the 6 types of problems:</p> <ol style="list-style-type: none"> 1. Who/What - the picture of the people or items the problem involves 2. How many - a chart that quantifies the issue 3. Where - a map of where things are now 4. When - a timeline for the problem and its solution 5. How - a flowchart of the processes involved in the problem to show how things work 6. Why - a multi-variable plot of how people and processes interact together to break down the problem and solution <p>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>
21 August 1:00-4:00pm (Working lunch 1:00-1:30pm; Program 1:00-4:00pm)	For Returning Leaders ONLY <i>Self-Care for Leaders</i>	<u>Gabrielle Consulting's</u> <i>Leadership Development Center, 3035 Eliza Road</i>	<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>16 September <i>1:30pm-5:30pm</i></p> <p>(Working lunch 1:30-2pm; Program 1:30-5:15pm; Mentoring 5:15pm-5:30pm)</p>	<p>For Emerging and Seasoned Leaders <i>Mastering Negotiation and Buy-in</i></p>	<p><u><i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i></u></p>	<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> <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>14 October <i>1:30pm-5:30pm</i></p> <p>(Working lunch 1:30-2pm; Program 1:30-5:15pm; Mentoring 5:15pm-5:30pm)</p>	<p>For Emerging and Seasoned Leaders <i>Public Speaking: Expressing Your Voice as a Leader</i></p>	<p><u><i>Gabrielle Consulting's Leadership Development Center</i></u></p>	<p>Research shows that public speaking is one of people's primary fears. Whether you are speaking to a large group, teaching a class, speaking to the media, or speaking with a small group, effective public speaking skills will ensure your message connects with your audience. Dr. Gabrielle K. Gabrielli will share strategies to engage your audience and leave them wanting more.</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 continue to improve the mentoring experience.</p>
<p>7 November <i>1:30pm-5:30pm</i></p> <p>(Working lunch 1:30-2pm; Program 1:30-5:15pm; Mentoring 5:15pm-5:30pm)</p>	<p>For Emerging and Seasoned Leaders <i>Leading Your Life to Achieve Your Passion, Your Purpose, and Your Potential</i></p>	<p><u><i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i></u></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 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>



Leadership Academy for Professionals in Tallahassee, Florida - Gabrielle Consulting - 2019 SCHEDULE

<p>20 November 1:00-4:00pm (Working lunch 1:00-1:30pm: Program 1:00-4:00pm)</p>	<p>For Returning Leaders ONLY <i>Leadership Think Tank</i></p>	<p><i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i></p>	<p>What leadership concepts light a fire in your belly, and what questions do you have that our phenomenal group of leaders can help address? Dr. Gabrielle K. Gabrielli will facilitate a powerful discussion on important leadership topics. Attend this Think Tank to increase problem-solving abilities and to use crowdsourcing strategies to help solve each other's challenges or problems.</p>
<p>12 December 2:00-4:30pm</p>	<p>For Emerging and Seasoned Leaders <i>Intentional Leadership: Choosing a Life of Purpose</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 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>12 December Reception and GRADUATION 4:30-6:00pm</p>	<p><i>Sharing Innovation and Inspiration then Graduation, Celebration, and the Future</i></p>	<p><i>Gabrielle Consulting's Leadership Development Center, 3035 Eliza Road</i></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 2020 Leadership Academy at <http://bit.ly/leaderapp2020>

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

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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.