



I hope this update finds you and your loved ones well! It's difficult to believe we're already approaching the holidays. I wanted to take a moment to update you on some things we're completing in the remainder of 2021 and some preliminary insights for 2022.

As you know, in person classes were few and far between in our department. Our hope is that we will be able to return to some in person classes in 2022. Regardless, we'll continue to offer

Zoom classes as well. This past summer, Scot kicked off a Strategic Planning class which saw tremendous success! If you're interested in learning more about this, check out the class description or contact Scot. Kelly was busy teaching Crucial Conversations and Empathy and "Peer to Leader" made a return to our curriculum!

We've been working diligently to improve the quality of Zoom classes to create more interaction and engagement. Moving forward, our hope is to have a full-fledged hybrid offering whereby individuals can participate in a room or on Zoom. If Zoom is selected, the hybrid method would give the Zoom participant a classroom-like feel. More to come towards the end of the year.

In 2022, we are excited to offer a new development program called LIFE! Living Intentionally Forever Evolving. The purpose of this program is to focus in on real life challenges. Some of the topics will include: discovering limiting beliefs, breaking the barriers to positive thinking, moving forward with grief, mindfulness, and setting healthy boundaries. As important as it is for you to grow professionally, it's equally important for individuals to grow personally as well.

In addition to the new LIFE program, we will be offering other new training classes as well as a revised Emerging Leader Program. The new Emerging Leader program will be more condensed, which will allow more participants through each year. A new cohort is scheduled to begin in February with the nomination window opening soon. Also, for the past several years, we've focused on emotional intelligence growth. We'll continue EI education in 2022; however, the focus will shift to team emotional intelligence. Our hope is to increase team effectiveness. Stay tuned!

Lastly, with the end of the year quickly approaching, how are you preparing for the holidays? For some this may be a physical preparation and others, it will be a mental preparation. As many will experience grief and loss during the upcoming season, be mindful of the feelings of others and practice gratitude and empathy. If our department can be of service to you, please let us know.

All the best!

Johnda