

Lead People Program

JMT's management program

Course Objectives

- **Understand how to encourage and facilitate** employee skill development, reduce or neutralize barriers, and motivate and encourage growth.
- **Identify how to empower employees** with the ability, potential, and motivation to delegate work effectively.
- **Act with awareness and sensitivity** to the needs and concerns of individuals from cultures and backgrounds different from your own.
- **Learn how to provide ongoing feedback and support** as your employees strive to achieve expectations.
- **Understand such competencies** in relation to JMT's business model and practices.

Course Modules

About JMT

Taught through a marketing perspective, this module will provide class participants with an overview of JMT's footprint, our strategic plan and vision, and the role managers play in our culture. Participants will develop a Leadership Philosophy.

Accounting & Financial for Managers

Understanding team financials can be challenging. One needs to understand JMT's business model and be able to manage team's utilization goals.

Conflict Management

This module will be taught by Neuberger & Company. This session will provide tools and a framework for reacting to and solving conflict with direct reports, team members, and clients.

Diversity & Inclusion

Facilitated by JMT's Chief Diversity Officer, the participants will learn important concepts and strategies to implement within their teams to facilitate an inclusive work environment.

Human Resources

Facilitated by our Human Resources department, we will address essential work-place laws managers need to be aware of, as well as how to handle difficult and uncomfortable situations. Real-life case studies will be presented that the manager may encounter during their tenure.

Personal & People Management

Through a variety of modules participants will learn their own communication style using DISC and how to incorporate that to best communicate with their teams. In addition, learn performance management essentials from goal setting, feedback, performance reviews, and how to utilize Halogen.

Situational Leadership

Facilitated by the Ken Blanchard company. Participants will learn how to set goals, diagnose skill levels of employees, and align your leadership style to the employee's needs.

Course Feedback

"LEAD People was an incredible experience that allowed me to spend time reflecting on past experiences with leadership, what motivates and inspires me now, and how I want to position myself as leader at JMT. The course work gave me the tools to communicate and lead my team more effectively."

- Shiny Mathew, Philadelphia Water Resources