

The WisDOT Leadership Program

Every employee at WisDOT has the potential to be a leader. Leadership is the ability to take initiative and have influence. It is based on individual responsibility. Leadership is about communication and a concern for the well being of others. Leaders have an open mind about new information, alternative points of view, and evolving possibilities.

The WisDOT leadership series program is designed to enhance skills and promote development among WisDOT managers, supervisors and those interested in pursuing management positions. It is open to all employees with supervisory approval. It is made up of a basic leadership class and 6 electives.

WisDOT Leadership Basics

This course provides useful information and combined elements on: managing effectively in a changing environment; strategic thinking and planning; customer service and process improvement; and performance measures.

The WisDOT Leadership Basics class is a three-day program offered in Madison. The Basic class is mandatory for all new supervisors and managers to WisDOT and is designed for busy managers and supervisors.

WisDOT Leadership Electives

These 6 courses offer additional training for managers, supervisors, and other employees who want to augment their skills and are linked to core leadership competencies.

Coaching for Performance:

This course helps participants learn to prioritize individual performance goals and link them to departmental goals. Participants learn to differentiate between job activities and results, write goals and identify priorities, develop measurable performance standards, and negotiate partnerships to ensure successful results.

Team Leadership:

This course provides participants with knowledge and skills to effectively lead teams. Participants will learn to describe the characteristics of an effective team; identify and manage factors influencing team performance; participate in developing a team contract with measures of success, and deal effectively with conflict that may emerge in a team.

Communicating for Results: Understanding Your Impact on Others:

This course provides participants with tools to deal more effectively with others. Participants will learn to identify the communication style that best fits them and others, build trust in interpersonal relationships, build on the communication strength of others, decrease time and energy spent on interpersonal friction, and negotiate effectively with others.

Negotiation Skills:

This course helps participants learn to negotiate and develop strategies to resolve difficult interpersonal situations effectively without bargaining or compromising. Participants will learn to define the difference between negotiating, bargaining, and compromising, identify and use the negotiation process, implement useful inquiry methods to identify "the issues behind the issues."

Presentation Skills:

This course provides participants with effective methods to design and deliver dynamic presentations. Participants will learn to control platform panic and convert nervous energy into a productive outcome, communicate ideas with confidence, build rapport with the audience, design and use a variety of visual aids, and handle "question & answer" sessions effectively.

Situational Leadership:

This course provides participants with a method for effectively managing and developing people, time, and resources through an individualized and flexible approach to leadership. Situational Leadership introduces a model and a set of tools for opening up communication and helping others develop self-reliance. This method also assists individuals in teaching their managers about themselves and the kind of help or coaching they need in order to become more self directed.

For further information, please contact Janet Rivers at (608) 266-7737.