

ReGen Monterey

TRAITS Leadership Development Program



Partnering to Build, Leverage, and Sustain High-Performing Individuals, Teams, and Organizations



Who are we?

- Jeanne and I have many years of public service.
- Lived on the Monterey Peninsula since 1982.
- Founded Frew & Associates in 2002
- We focus on learning events and coaching individuals, teams, and organizations in the public and private sectors.
- Our content is research AND experientially-based, deep AND broad, theoretical AND practical.
- Post-COVID, we transitioned from a national public & private client-based business model to a local and community-focused client model.
- We consider our work with ReGen to be a good cultural fit with our values.

ReGen's Core Values



Team Work

Respect

Accountability

Integrity

Transparency

Stewardship

Intended Outcomes

- Participants are:
 - Able to think more broadly and deeply
 - more comfortable, confident, and capable of leading in 4 directions
 - more capable individual and team contributors
 - able to communicate more effectively, and
 - able to listen better and ask different and better questions
- Teams establish higher trust, and therefore the work is produced more quickly, more effectively, safely, and with less confusion and rework
- Increase ReGen's overall capacity for resiliency and innovation



Approach

- ❑ Our proposal for a Leadership Development/Learning Program was selected in late 2022 and began in Feb 2023 with read-aheads, discussions, and coaching.
- ❑ ReGen and Frew & Associates are in partnership to provide a series of custom-designed learning events in combination with 1:1 leadership coaching focused on improving trust and relationships, improving thinking and communication, AND increasing productivity, efficiency, and effectiveness.
- ❑ Foster and leverage ReGen Monterey's core values (TRAITS).



Phased Implementation

- Topics covered include:
 - Mindstate and High-Order Thought Framework
 - Understanding & Leveraging Thinking
 - Leadership Model
 - Leading, Managing, and Dealing with Change
 - Understanding, Building, and Leveraging Trust
 - High-Performing Individuals, Teams, and Organizations
- Phase 1 (2023) – The Senior Management Team included Managers, Directors, and Supervisors – 2 cohorts of 12 each
- Phase 2 (2024) - Focused Similar Content to the Next Level of Leads, Coordinators, and Supervisors
 - Added a module on Structuring and Conducting Difficult Conversations for Phase 1 Participants and Continued 1:1 Coaching Opportunities





Post Training Evaluation

94% of respondents indicated the material was relevant to their roles.

94% of respondents indicated that 1:1 coaching sessions were helpful.

4.3 on a 1 to 5 scale Participants highly rated the overall quality of training.



Post Training Evaluation Responses

- “
- This training was very beneficial to my work and role...
 - The training was really helpful for me. Everything I learned I'm putting into practice at work and out of work. I really take all these classes seriously because I know it's going to help me be a better person and a better leader.
 - This training helped me in more than just my role at work. It has helped me in my personal life as well.
 - The training that was provided was excellent. I feel if you wanted to better yourself in a leadership position it was a great class. I really appreciate the opportunity.
 - I have witnessed change in behaviors...
 - Engaging...
 - Empowering... ”

Additional Value is Possible

- Great progress has been made AND work remains to be done.
- Applying Topics to Actual Thinking, Behaviors, and Situations at ReGEN
- Improving Alignment
- Increasing Engagement Levels
- Better Teaming

