

Management Excellence for Conservation Partners- Agenda

2026 NACD Northeast Region Meeting | August 24-27, 2026

Bryan Peterson, [Associated Employers](#)

- Morning Session- 10:00 AM - 12:00 PM
 - **DiSC - Understanding Dimensions of Behavior-** We will review the dimensions of behavior specific to DiSC and relate them to personal experiences by the instructor, as well as the management team. We will look closely at each team member's profile and classical pattern and discuss how each can and should relate to others on the team that has differences. Discussion will also revolve around the strengths each dimension offers.
 - **Communication** - This program covers most areas of communication, beginning with a general understanding of your audience based on the DiSC concept. Since listening is 55% of the way we communicate, and an area we do not perform well at, the area of active listening is a major concentration.
- Lunch- 12:00 PM - 1:00 PM
- Afternoon Session- 1:00 PM - 3:00 PM
 - **Communication (Cont.)**
 - **Handling Difficult Employee Behaviors** - When performance problems and inappropriate behavior are ignored, they don't go away. They turn into bigger problems—for you and your organization. You'll learn to identify performance problems and various types of behavior problems, and you will learn to confront them in a positive and productive way. Conflict, strife, and opposing points of view are part of the workplace and part of life; you can't change that. But you can change the way you react and manage conflict when it does occur.
 - Fears/concerns in dealing with difficult people
 - Responses to conflict
 - Ideas on how to resolve conflict
 - Employee basic needs
 - Behavior patterns of difficult people
 - Activities and DVD presentation
- Break- 3:00 PM - 3:30 PM
- Afternoon Session (Cont.)- 3:30 PM - 5:00 PM
 - **Handling Difficult Employee Behaviors (cont.)**

Wednesday, August 26

- Morning Session- 8:00 AM - 9:00 AM
 - **Emotional Intelligence & Effective Leadership-** While some may think of Emotional Intelligence as a business buzzword, those working in HR and other

communications and employee relations fields know that the higher the EQ, the better the employee. We will discuss what Emotional Intelligence and EQ mean and what focusing on raising the awareness and scores of your employees leads to better communication, leadership and productivity.

- 9:00 am- 10:00 am
 - **Performance Management – Phase I – Coaching for Improved Work**
Performance; Skillful coaching will develop employees, boost productivity and build team morale. This seminar focuses on helping leaders define and enhance their coaching role. The seminar progresses through defining a coach in regards to Guide, Teacher, Motivator and Mentor. Activities are designed around specific coaching opportunities within the organization. These include a self-assessment as a coach, an assessment of the coaching opportunity and building a specific coaching action plan. The seminar concludes with the Coaching Contract and giving effective feedback.
- Break- 10:00 AM - 10:30 AM
- Morning Session (cont.)- 10:30 AM - 12:00 PM
 - **Performance Management – Phase I (Cont.)**
- Pick up Boxed Lunches 12:00 PM
- Afternoon Session (cont.)- 12:30 PM – 2:30 PM
 - **Performance Management – Phase II** - Disciplining and discharging employees is one of the most difficult responsibilities any manager has to carry out, experienced or not. The workshop will give managers the tools to understand the fair, right and legal way to discipline and discharge employees. The important role performance appraisals play in the performance management process will also be explored.
 - Motivating through creating a Culture of Dialogue and positive reinforcement
 - Creating an effective performance appraisal
 - Documentation: the why and how for supervisors
 - Discipline and termination – done appropriately
- Break- 2:30 PM- 3:00 PM
- Afternoon Session (Cont.)- 3:00 PM- 5:00 PM
 - **Performance Management – Phase II (Cont.)**

Thursday, August 27

- Morning Session- 8:00 AM - 10:00 AM
 - **Transitional Management** - This program is designed around the concept that a Manager/Supervisor needs to learn to lead as opposed to just manage. Where management means doing things right; leadership means doing the right things. In the program we begin and then end with DVD's from renowned businessman and leader, James Autry. In between, we explore the idea of how to put people first, which ultimately leads to keeping productivity and motivation high. We learn

that being honest and building and maintaining trust with your staff are the two major components of how we lead effectively. At the same time we learn how we need to handle those employees that simply will not accept our trust. The program shows the value of creating a caring environment where individuals are given the opportunity to thrive.

- Break- 10:00 AM- 10:30 AM
- Morning Session (Cont.)- 10:30 am- 12:00 PM
 - **Transitional Management (Cont.)**