

DEEP DIVES

Montana’s local governments face challenges in preparing new leaders. Although supervisors hold some of the most critical roles in an organization, they often receive the least support.

The Montana Grown Leadership Academy (MGLA) was created to equip current and emerging leaders with the professional development needed to succeed in supervisory roles.

WHAT ARE DEEP DIVES?

Deep Dives feature in-depth, in-person training on one key topic. Most courses also feature a month-long workplace application and a follow-up virtual session for reflection and continued growth. Topics rotate every six months, providing targeted, high-impact development based on participant needs. Advanced Real Colors Trainings are one-day only and in-depth on Real Colors applications.

ROTATING TOPICS

Topics selected based on feedback from partners around the state:

- Dive into Conflict Management
- Dive into Real Colors Applications (Advanced Real Colors Training with an emphasis on Conflict)
- Dive into Employee Development
- Dive into Real Colors Teams (Advanced Real Colors Training with an emphasis on Team Development)
- Dive into Human Resources
- Dive into Change Leadership
- Dive into Real Colors Solutions (Advanced Real Colors Training with an emphasis on Change)
- Dive into Strategic Planning
- Dive into Real Colors Leadership (Advanced Real Colors Training with an emphasis on Developing Leadership Strengths)



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STRUCTURE

1 day of in-person training, followed by a month of workplace application before a 2-3 hour virtual follow-up session.



COST: Governance package subscribers: \$395 for most full programs, which include the full-day, in-person training day, one month of practical application, and the virtual follow-up session. Non-subscribers: \$475.

Real Colors trainings are one in-person day only. A half-day option is available only for those who have previously taken a Real Colors Foundations training.

Governance Subscribers: \$275 full day or \$150 half day
Non-subscribers: \$330 full day or \$200 half day

To suggest a topic or to see if Deep Dives will be offered in your area, contact Christine Hodges, christine.hodges1@montana.edu or (406) 994-4181.