

Welcome to our newsletter!

The Northeast Community College Center for Enterprise (CFE) is a division of Northeast Community College dedicated to providing education and training solutions to our 20-county service area and beyond. We provide on-site, customized training tailored to fit your organization's needs.

Value of Leadership and Professional Development in your Organization

Professional development and leadership training for employees are vital tools for success in organizations seeking growth and sustainability for the future. Both have been known to boost an organization's bottom line with increased productivity, while enhancing the effectiveness and job satisfaction of the employee. A win-win for all.

In today's competitive job market, organizations are doing their best to recruit and retain talent. Offering a competitive salary and benefits package is not enough to turn the heads of quality employees and skilled professionals these days. Many are looking for professional growth and advancement opportunities as well. By offering professional development and leadership training, the organization can entice new recruits to the organization by giving them "something extra" that says they care about their personal and professional success. If the organization can boast a culture of continued learning and development, in addition to a network of developed leaders, mentors and coaches, this will make the organization even more appealing.

Future leaders, when nurtured and developed, will have the tools, knowledge and abilities to steer through the changes ahead, make better decisions, and inspire their employees. Growing future leaders through leadership development training will support succession planning for an organization and ensure quality leadership for years to come.

The bottom line is this - when an organization invests in professional development and leadership training for their employees, they are strengthening their organization from within. They are ensuring excellence, longevity and prosperity for the future. Professional development and

What type of Leadership Training does your workforce need?

Northeast has found that one size does not fit all in terms of leadership training and professional development. In order to provide training that truly fits the needs of our clients, we have found that two models of training will allow organizations to train their employees.

* Leadership Development Academies

* Workforce Partners Programs

More information about these programs are found in this newsletter.

Contact us to find out which model best fits your training needs.

*The Leadership Development Academies offered Norfolk Iron and Metal access to a diversified list of training topics allowing us to maximize our training resources.
Arnie Robinson,
Norfolk Iron and Metal*

*The Workforce Partners program provided my staff and I high quality training close to home, saving both time and money for my company.
Clark Froehlich, BankFirst*

leadership training are long-term investments that will pay dividends in the end.

Leadership Development Academies

Are you struggling with an aging workforce and a fear that your current staff lacks enough experience to move into those roles? If so, you are not alone. We hear from businesses small to large across all industry sectors that succession planning is causing managers to lose sleep. After further discussion, we've learned that many believe that if they could develop an employee into a leader, the company specific skills are easier to teach. Taking that information a step further, we've identified key components that many of our clients believe are instrumental in professional development and have created several leadership development academies.

Some popular themes include: positive communication, making the change from peer to supervisor, conflict resolution, delivering feedback, goal setting and accountability. We have the ability to customize the modules, and the content within each module to your business and have been successful with businesses with as few as ten people. If a customized leadership academy won't work for your organization, the Business Partners program may be a better option. Let's have a conversation to determine how we may be able to assist your team in employee development. [Contact us today!](#)

Workforce Partners Programs

In the current market with extremely low unemployment, most employers understand the importance of retaining and developing their current workforce. At the Center for Enterprise, we pride ourselves on delivering high quality, affordable customized training to Business and Industry.

While this model of customized training works for most of the larger employers in our area, we realize that it does not necessarily meet the needs of all. We understand there are several reasons a company is unable to work with us to develop a customized training program for their employees. We also understand that just because a company is not able to devote the time and resources necessary to engage with us on that level, it does not mean they don't believe in investing in their employees. To help with the professional development of these businesses we have developed partnerships with local Chambers of Commerce and Economic Development organizations to deliver high quality, affordable training to a large number of businesses. This model, that we call "Workforce Partners", allows businesses to work with other businesses to select training topics deemed relevant to the majority of participants. These topics are then offered over a six- to nine-month period and employers send one or many employees to sessions of interest.

We have piloted Workforce Partners in the Norfolk and O'Neill areas and are in the process of looking for organizations to partner with in other areas to launch this very successful program. If you would like to learn more about the Workforce Partners program, please [reach out](#) to us so we can share more information about the program.

EMPLOYERS POST OPEN POSITIONS.

CAREER SERVICES

Northeast Community College Career Services

Whether your company is interested in filling full-time, part-time and/or internship positions, Career Services is committed in helping you fulfill your employment needs.

Visit www.northeast.edu/career-services to post jobs, view upcoming career fairs and the Northeast Graduate Reports.

STAY CONNECTED

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northeast.edu/CFE/