

# MONTANA GROWN LEADERSHIP ACADEMY



## Dive into Real Applications

Local Government Center

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 combine in-depth, in-person training on one key topic with 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.

### Structure

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

### Cost

\$395 for the full program, which includes the full-day, in-person training day, one month of practical application with an accountability partnership, and the virtual follow-up session.

Participants who have previously completed Real Colors Foundations may choose to attend only the advanced afternoon session and the virtual follow-up of a Real Colors Deep Dive for \$275.






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



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With conflict management selected as a topic based on feedback from partners around the state, participants will:

-  Apply Real Colors concepts in future communication
-  Examine how people with different temperaments listen, understand, and respond to verbal communication
-  Look at how their secondary color influences their overall personality style
-  Discover approaches that match personal temperament strengths to further local government mission and values
-  Begin using Real Colors to successfully navigate difficult conversations



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