

## Workshop Leaders:

### Doug Allen

Doug has had a long career in higher education that includes 14 years as the President of Ridgewater College in west central Minnesota. Doug works with community leaders interested in making their communities better places to live and work and was a trainer in the Blandin Foundation community leadership program. He currently lives in Watertown, South Dakota where he serves on its steering committee to create a vision and strategic plan for the community.

### Ann Glumac

Ann has decades of experience in executive leadership and also has served as an interim leader in multiple organizations, working to address issues to improve the organization's success under a permanent leader.

### Victor Klimoski

Victor has broad experience in adult education, working both in high education and as a consultant for organizational development, planning, and evaluation throughout the Midwest. Together with Mary Jo Wimmer, he co-authored *From Inside Out: Practical Advice For Powerful Training* (KDP, 2024). It is a reflection on what they learned over 25 years of working with communities and local organizations.

## Contact for Registration:

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# Leadership Training

IN THIS TOGETHER:

## HOW DEEPENING TRUST STRENGTHENS ORGANIZATIONS



ngthen Your Business!

Co-sponsoring by Sugar Lake Lodge &  
the Grand Rapids Area Chamber of Commerce



## Purpose

To provide tools and support for leaders as they consider ways to create high trust organizations in which people work together more effectively and with greater satisfaction.

## Overview

Organizations function best when people work effectively together. Trust is key to effective and efficient working relationships, so when fractures in relationships arise for various reasons, trust suffers, along with mutual understanding. Leaders cannot make people trust each other, but they play a significant role in modeling and supporting skills, attitudes, and values that build and reinforce trust as a core organizational principle.

## Trust...

- Enables people to work together across their differences.
- Creates healthy workplaces.
- Grows when people pay attention to how they contribute to it.
- Is essential in managing disagreement and conflict.

## Outcomes

- To explore what our stories of trust and distrust teach us.
- To learn practical ways to move organizations to a higher level of trust.
- To apply principles and practices of trust to real organizational issues.

**When: October 28, 2024**

**9 AM - 4 PM**

**Where: Sugar Lake Lodge**

**Cost: \$40 (includes lunch)**