

## **CTE 2026 Course Descriptions: April 19-22, 2026 Richmond, Virginia**

### **Leadership Behaviors of World Class Performers (Large Group-Session 1, April 20, 2026)**

#### **Special Guest: Jay Johns III**

“What is it that sets world-class performers apart from the pack? We’ve studied world class performers in countless fields (professional athletes, musicians, actors, industry leaders, etc.) and we’ve learned this: each one intentionally practices certain behaviors that allow them to become extraordinarily effective. The good news is that these habits are accessible to all of us. In this course, we’ll explore each habit in depth and show you how to apply them in your personal and professional life.”

### **Multipliers: How the Best Leaders Ignite Everyone’s Intelligence (Sessions 2-4, April 21-22, 2026) Teachers: Doug and Lori Brock**

In her research, leadership expert Liz Wiseman made a crucial discovery: There’s far more intelligence and energy inside organizations than we realize. Leaders are key to unlocking these capabilities. FranklinCovey has partnered with Liz Wiseman to develop a new solution that enables leaders to become Multipliers who access and use the untapped capabilities of their teams, rekindle energy and enthusiasm as teams achieve stronger results, innovate by encouraging new and bold thinking, and break through to new levels of performance by amplifying people’s intelligence. Multipliers deliver strong results as people grow and teams excel.

### **Understanding Grief: Impact on Individuals and Organizations, Prevention/Postvention Strategies, and Guidance for Leading Support Groups (Sessions 2-4, April 21-22, 2026)**

#### **Teacher: Katrina Redman**

Despite the inevitability of grief and loss for individuals, and the understanding that it will be experienced in the workplace, little research has been done to demonstrate the impact of grief on the organization. This course will identify markers for 17 grief and loss types, compare two known grief models, review the impact on individuals and organizations, discuss prevention and postvention strategies and offer guidance for bereavement support group leaders.

**A Chaplain Philosophy of Ministry: A Ministry of Purpose, Presence, and Peace Providing SACRED CARE (Sessions 2-4, April 21-22, 2026) Teacher: Ken Schlenker**

In this ten-hour course for chaplains serving in multiple contexts, with special focus on public safety, we will define a Philosophy of Ministry that equips chaplains to function as bridge building ambassadors who operate at the intersection of sacred calling and secular systems, providing a ministry of purpose, presence, and peace that supports the mission of the agency while remaining faithful to their spiritual identity. This philosophy is grounded in the S.A.C.R.E.D. core values, Spiritual, Available, Credible, Relational, Empathetic, and Diverse, which shape the chaplain's character, guide ethical decisions, and ensure ministry is trustworthy, culturally competent, and accessible in high-stress environments such as law enforcement, fire, EMS, healthcare, military, and community settings. These values are operationalized through the CARE method, Connect, Assess, Respond, and Engage, enabling chaplains to build rapport quickly, identify and reduce crisis escalation, provide holistic care across physical, emotional, cognitive, behavioral, and spiritual domains, and mobilize appropriate resources to restore stability and function.

**The Building Blocks of Organizational Leadership Part A (Sessions 2 & 3, April 21, 2026)/Role Mindset Theory Part B (Session 4, April 22, 2026) Teacher: Jay Johns III**

**Part A.** "Leading organizations (and the people in them) is a challenging task, regardless of the size of the enterprise. Getting people moving in the right direction, working effectively together (alignment), and providing constant course corrections makes it possible to achieve organizational goals. But where do we start? Where are we headed? How should we structure ourselves to move forward? Who needs to collaborate with whom, and when, and how often? How will we know we've created a healthy culture for our people? In this course, we'll look at the "5+2" Model and show you how to apply these concepts to jumpstart your organizational leadership capabilities."

**Part B.** "Every organization is comprised of (at least) 4 types of employees: contributors, supervisors, managers, and leaders. Each role demands certain capabilities and mindsets to ensure effectiveness. But we notice a paradox: what brings success at one level won't necessarily guarantee success at another ("What got you here won't get you there"). In this course we'll discuss the need for agility as we navigate the staircase of various roles, define the tripping point," and teach counter-intuitive behaviors that will help you get ready for the next level of leadership."