

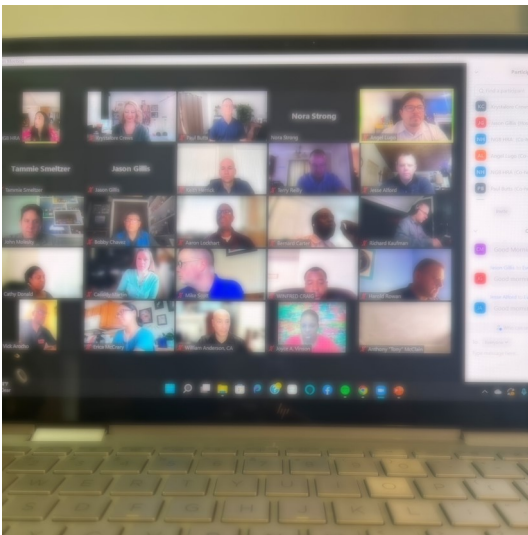


Creating a Collaborative Culture

As we journey into the summer months filled with a mix of annual training, family vacations, deployment rotations and joint exercises... kids out of school for the summer, life gets a little crazy sometimes! Work-life-balance becomes more important, communication and teamwork all play a huge part in these everyday efforts. Did you know that team performance can increase by as much as 50% when the atmosphere is genuinely inclusive?!

For the months of June, July and August we are hosting a very limited schedule due to all of the events mentioned, still giving you the opportunity to learn and grow. Are YOUR people engaged and ready... or do they feel shut down and disconnected? Whatever your unit culture is like today, moving toward greater inclusion is always a great idea!

Air National Guard Human Resource Advisors (HRA) are trained and certified diversity and inclusion practitioners assigned to each wing across the ANG. Team Eagle is a small group of these HRAs presenting one hour trainings designed to increase awareness & enhance skillful action steps to leverage our National Guard diversity toward a more inclusive culture.



- Virtual training is open to ALL National Guard members, military & civilian -
- 50 people per class (please make sure you can attend the day and time you sign up) -
- Registration for a specific class ends the day before that class starts -
Click the link in the schedule on page 2 to sign up!
Encourage unit members to participate together as a group!

Course Descriptions:

Unconscious Bias - There are at least nine biases we all have and use to make snap decisions for survival . These come from areas of our brain that are coded with information from our experiences but they may or may not be helpful when evaluating a situation fairly—such as a board process, first impressions, or when assuming social, economic, or educational status. This course helps you understand, identify, recognize, and manage your own unconscious biases.

Emotional Intelligence (EI/EQ) - Do you own your emotions, or do they own you? What drives your decision making? What about when you're stressed, angry, afraid, or excited? We'll explore how to recognize your own emotional patterns, as well as those of others, and then use that awareness to make better decisions, resulting in a higher quality of life.

Micro-Aggressions - Micro-Aggressions are little ways we unintentionally irritate or offend each other every day. Oftentimes linked to an Unconscious Bias and our Emotional Intelligence, these behaviors can cause an unfavorable response which can degrade trust, engagement, openness, creativity, and morale. In this course, we'll help you recognize your own micro-aggressions and enhance your personal interactions.

Effective Communication – Conflict is an opportunity for greater connection. Do you embrace it, or shy away from perceived tension? Do you know the difference between reflective, active, and empathetic listening? Do you recognize the need to synchronize your intent with the impact it has and know how to correct tactfully when you miss the mark? This course dives into what works and what doesn't and how to engage in positive, productive dialogue.

Coaching 101 - Do you know the difference between coaching, mentoring, therapy, and counseling? Each skill set has its place and coaching skills have been recognized as a legitimate leadership need in today's military. No, you won't become a certified coach, but you'll learn to apply some coaching principles to everyday life and leadership situations. This course provides a practicum to experience coaching, in brief, with a certified coach.



Effective Communication	Time	Link:
14 June 2022* PM CLASS	2100 EST	https://www.zoomgov.com/meeting/register/vJltcu2oqDltGSJm8ofrMowDc-Ljao64QEK
29 June 2022* PM CLASS	2100 EST	https://www.zoomgov.com/meeting/register/vJltcu-uzqsqGG3vP8V-BMidd8b8iQynybD
6 July 2022	1300 EST	https://www.zoomgov.com/meeting/register/vJlsdeGqrTluG76JiqsSyPqwd46kyp4a7Eq
11 July 2022	1000 EST	https://www.zoomgov.com/meeting/register/vJltfuyurjMoEwIPOPaBcAvLWWVAKFAZt0D
15 July 2022	1600 EST	https://www.zoomgov.com/meeting/register/vJlscDmpqzDpHHM3GmbBruYNwEfeVcp_ZjA
2 August 2022	1000 EST	https://www.zoomgov.com/meeting/register/vJlsde-srT4vHnkWGzEkLYGrTAEyLbtz0Lo
4 August 2022	1300 EST	https://www.zoomgov.com/meeting/register/vJlsdequrTkjHzr3P_Ju30bBdo7_JXIRdw
Micro-Aggressions	Time	Link:
6 July 2022	1000 EST	https://www.zoomgov.com/meeting/register/vJlsdu-hrDQqEE6ulm9ID2VCaU40C5QzxsZU
8 July 2022	1600 EST	https://www.zoomgov.com/meeting/register/vJlsc-ggqzlsHG_INE2yddPF9YNrgSXVgrD
Emotional Intelligence	Time	Link
29 June 2022	1430 EST	https://www.zoomgov.com/meeting/register/vJlSf-6vqD8jHURR3xxlxEKRXDTH2KHmFmA
7 July 2022	1000 EST	https://www.zoomgov.com/meeting/register/vJlSd0GtqDliEsrV4bq2pHGhliEdgGyd264
8 July 2022	1300 EST	https://www.zoomgov.com/meeting/register/vJlTc-6hrDMtG5kpK-dPFIMk39JlIRsnakw
11 July 2022	1300 EST	https://www.zoomgov.com/meeting/register/vJltd0-gqD0vG6X08DJ3AHNdqllYfjxt93c
15 July 2022	1000 EST	https://www.zoomgov.com/meeting/register/vJltd0uprz8uHimlOKkbJKBTjshZApSnPwK
2 August 2022	1300 EST	https://www.zoomgov.com/meeting/register/vJlSfu6vjqqHG6WYcRiIVATNMvTasGpZQVM
4 August 2022	1600 EST	https://www.zoomgov.com/meeting/register/vJlTf-2orTliHREnSVGkiTaLQqohsKkuGGY
Navigating Leadership Difficulties	Time	Link
7 July 2022	1600 EST	https://www.zoomgov.com/meeting/register/vJlSduqorzwiGrnVhm_rRJGFaRfkTfdqZBY
Coaching 101	Time	Link
7 July 2022	1300 EST	https://www.zoomgov.com/j/1605738453?pwd=K04xNONIYpOWmhhU05jv3q30TVNQTO9
Unconscious Bias	Time	Link
30 June 2022	1430 EST	https://www.zoomgov.com/meeting/register/vJlTceqsqDotHrEVYWXHp3mni3eEEbQA9zD
6 July 2022	1600 EST	https://www.zoomgov.com/meeting/register/vJlTde2trjltEtrKIDYz5F3Udj3F-NWor_D
8 July 2022	1000 EST	https://www.zoomgov.com/meeting/register/vJlSceqvjqGdTlcAIDZ3ngLnQ2mW_PtNw
11 July 2022	1600 EST	https://www.zoomgov.com/meeting/register/vJlTcu6grjqG6G96bKmmBx3PgDth594PR4
15 July 2022	1300 EST	https://www.zoomgov.com/meeting/register/vJlTdeCvzr8vE90mYlcTENLnfkSE_m4Xefo
2 August 2022	1600 EST	https://www.zoomgov.com/meeting/register/vJlscDyrqTspGzWAu97wcD2lidlcjFONUyc
4 August 2022	1000 EST	https://www.zoomgov.com/meeting/register/vJlSd0GgqDQqH9vFkiEtNASq7Glylx3eG-Y

Want More? Team Eagle virtual training courses are abbreviated versions of deeper courses of instruction, available to you and your teams. **Your local ANG HRA** has the training and tools to dig deeper and tailor additional training on these topics and more. Contact your local ANG HRA for more information or let us know how we can assist!

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