**MIIA Webinars August/ September 2023**

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| **Date / Time** | **Title/Description/Registration Link** | **Audience** | **Presenter/s**  |
| **August 10**11:00 a.m. | **Performance Management; Providing Feedback Training for Supervisors**Outside observers have the keen ability to take in our efforts and results and then share their observations and suggestions. Managers, like coaches, have the unique ability to share their observations to inspire dramatic improvements, yet feedback is often under-utilized as a management tool. Ask any group of employees, and they’ll say “We just don’t get enough feedback. We only get feedback when there’s a problem.” If that’s the case, then managers are missing motivational opportunities, while conditioning their staff to cringe whenever the manager wants to “talk”. This seminar will explore why managers fail to deliver performance feedback, the power of positive feedback, how to form feedback habits, and how to deliver constructive feedback without triggering defensiveness.<https://attendee.gotowebinar.com/register/8811299700869867100>  | Supervisors | Allan Marsh |
| **August 24**2:00 p.m.New content | **Psychological Safety in the Workplace**Safety is a core human need, and it doesn't stop at work. Employees who aren’t paralyzed by fear of failure and take creative risks, according to research, are more productive and fulfilled. Companies like Google are destigmatizing failure and rewarding thinking out of the box. But how do organizations create a judgment free zone? This seminar explores strategies for navigating failure, building on ideas, and creating safe spaces for creative brainstorming through language, leadership, and self-reflection.<https://attendee.gotowebinar.com/register/9013405331217933913>  | All Members | Lisa MaloneySteven Bernstein |
| **September 12**11:00 a.m.New content | **MIIA EAP Crisis Management Services for Supervisors**The MIIA Employee Assistance Program has always been an invaluable resource in supporting employee and employer wellness. With tools like employee coaching, management consultation, on-site training, and teambuilding, the EAP promotes individual and organizational wellness across the board. This session will focus on Crisis Management in the Workplace service provided.<https://attendee.gotowebinar.com/register/4610418714370486365>  | Supervisors | Will Brown |
| **September 27**2:00 p.m.New content | **Creating a Culture of Caring and Community in the Workplace**Each of us would like to be thought of as an employee who positively contributes not only to the bottom dollar, but also to the overall workplace culture. This seminar will focus on respectful communication: the things we can do to create and perpetuate a respectful work environment. We will also examine behavior that detracts from the desired workplace environment. **(this description taken from Respectful Workplace, new description to be updated in GTW site when received)**<https://attendee.gotowebinar.com/register/3078968341669248346>  | All Members | Steven BernsteinWill Brown |