



2026 NCEHSA LEADERSHIP TRAINING

Proposed Training Schedule

2 Day In-Person Retreat

May 13th & 14th

East Carolina University

Carol Belk Building

300 Curry Court, Greenville, NC 27858

<https://maps.app.goo.gl/LA1WHjn2Y31PB6ej7>

Room: Belk 1501

<https://buildings.ecu.edu/belk/1501>

This two-day leadership development experience is designed to strengthen self-awareness, emotional intelligence, and supervisory effectiveness among Environmental Health leaders. Grounded in the Everything DiSC® Management and Agile EQ™ frameworks, the training combines interactive learning, personal reflection, and peer dialogue to help participants lead with clarity, confidence, and connection.

Day 1: Leadership Development

Note: Participants will take assessments prior to retreat.

Learning Objectives:

- Identify and understand your unique DiSC® leadership style.
- Recognize how natural behavior tendencies influence communication, motivation, and decision-making.
- Explore what it means to “show up” as an intentional leader.
- Understand the difference between management and leadership.
- Recognize leadership styles in others to build stronger working relationships.

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May 13th
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Time	Session	Description
8:30 – 9:00	Welcome & Framing the Experience	Introductions, ground rules, and a “why leadership matters” activity.
9:00 – 10:15	Discovering Your DiSC® Style	Participants review their individual DiSC® results, explore core tendencies and identify key strengths.
10:15 – 10:30	Break & Energizer	Team-building game or activity.
10:30 – 12:00	The Leader in Me	Guided reflection and small-group discussion: “How do I want to show up as a leader?”
12:00 – 1:00	Lunch	On own
1:00 – 2:15	Leadership vs. Management	Interactive discussion and scenarios exploring supervisory approaches and leadership mindset.
2:15 – 3:15	Reading the Room: Recognizing Styles in Others	Practice identifying DiSC® styles and adapting communication for greater effectiveness.
3:15 – 3:30	Break	
3:30 – 4:30	Team Challenge & Reflection	Collaborative problem-solving activity that reinforces team dynamics and leadership adaptability.
4:30 – 5:00	Wrap-Up & Key Takeaways	Reflection and personal leadership commitment statement.

Day 2: Building Emotionally Intelligent Leaders

Focus: Enhancing emotional intelligence, developing others, and leading with empathy and agility.

Learning Objectives:

- Deepen understanding of emotional intelligence (EQ) and its impact on leadership effectiveness.
- Learn strategies to flex across emotional and interpersonal needs using the Everything DiSC® Agile EQ™ model.
- Strengthen skills in coaching, feedback, and empowering others.
- Explore approaches to building trust and resilience within teams.
- Develop an action plan for continued leadership growth.

May 14th

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Time	Session	Description
8:30 – 9:00	Morning Connection & Reflection	Revisit Day 1 insights. Share “aha” moments or leadership commitments.
9:00 – 10:30	Understanding Emotional Intelligence	Interactive overview of EQ competencies; participants assess personal strengths and growth areas.
10:30 – 10:45	Break & Energizer	Light activity or team reflection.
10:45 – 12:00	Agile Leadership in Action	Apply EQ principles to real-world leadership challenges; role play adapting to different styles and needs.
12:00 – 1:00	Lunch	On own
1:00 – 2:15	Developing Leaders in Others	Practical coaching framework and peer practice sessions to build confidence in developing team members.
2:15 – 3:15	Building Trust & Team Resilience	Group dialogue and interactive exercise on cultivating psychological safety and shared accountability.
3:15 – 3:30	Break	
3:30 – 4:30	Leadership Action Planning	Participants design individual leadership

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		development plans and identify next steps for implementation.
4:30 – 5:00	Closing Reflection & Celebration	Collective reflection, appreciation circle, and commitment to continued learning.

Training Features

- Facilitation Style: Highly interactive, reflective, and practical.
- Methods Used: Individual assessments, small-group discussions, coaching practice, case studies, and experiential team activities.
- Outcomes: Increased self-awareness, improved communication, enhanced team performance, and stronger leadership pipelines across the network.

Facilitated Online Training Modules

Following the two-day, in-person Leadership Retreat, participants will continue their learning through a series of four facilitated online workshops offered once per quarter. Each interactive 90-minute session reinforces retreat concepts, introduces new leadership competencies, and provides opportunities for reflection, application, and peer connection. Together, these sessions build a sustainable learning continuum that supports Environmental Health supervisors in strengthening self-awareness, advancing communication, and leading with integrity, empathy, and confidence.

Online Module 1 – Leading in the Environmental Health Landscape

Focus: Understanding the unique leadership context and demands of environmental health work.

Key Topics:

- The role of Environmental Health leaders in protecting public health and community trust
- Navigating complex systems, regulations, and multidisciplinary teams
- Leading through change and uncertainty in a public service environment
- Aligning technical expertise with adaptive leadership and communication skills
- Building influence and credibility across diverse stakeholders

Online Module 2 – Cultural Competence and Inclusive Leadership

Focus: Fostering equitable, respectful, and inclusive environments that reflect the diverse communities served.

Key Topics:

- Understanding cultural competence as a leadership skill and organizational value
- Recognizing and mitigating bias in supervision and decision-making
- Building psychological safety and belonging within teams
- Communicating across cultures and generations

- Action planning: embedding equity and inclusion in daily leadership practice

Online Module 3 – Motivating, Developing, and Managing Talent

Focus: Inspiring performance and growth by understanding what drives others and how to develop their potential.

Key Topics:

- Exploring your natural motivation and coaching style
- Recognizing what motivates or demotivates different people
- Strategies for developing talent and providing meaningful feedback
- Empowering employees through delegation, autonomy, and accountability
- Creating a personalized action plan for motivating and developing your team

Online Module 4 – Managing Up and Building Collaborative Leadership

Focus: Strengthening upward and lateral relationships to enhance communication, alignment, and results.

Key Topics:

- Understanding how to “manage up” effectively and communicate with influence
- Building trust and alignment with senior leaders and peers
- Navigating conflict and advocating for your team’s needs
- Leading across boundaries and fostering cross-functional collaboration
- Sustaining your leadership growth through reflection and peer networks

Format & Facilitation Approach

Frequency: One 90-minute virtual workshop per quarter (four total)

Delivery Mode: Live, facilitated via Zoom/Teams with interactive breakout sessions and real-world application exercises

Materials: Digital participant workbook, reflection journal, and follow-up leadership action tools

Facilitation Style: Collaborative, inclusive, and experiential—balancing discussion, reflection, and skill practice

Intended Outcomes:

- Stronger cultural competence and inclusive leadership capacity
- Improved motivation and development of teams
- Greater self-awareness and emotional agility