



MIDDLE MANAGEMENT ACADEMY

The National Council for Mental Wellbeing's Middle Management Academy (MMA) supports individuals seeking career development and organizations looking to train and engage middle management staff, helping them build leadership skills to address the complexities inherent to treating populations with mental health and substance use challenges.

RECOMMENDED FOR:



Early-career middle managers

Our MMA trainers have over two decades of experience providing industry-specific leadership trainings to build strong health care leaders and even stronger organizations.

TIME COMMITMENT:



Our four-week **virtual** training includes one five-hour live session each week, for a total time commitment of **20 hours**.



Our **in-person** training includes three full-day sessions (**7.5 hours**) and one half-day session (**4.5 hours**), held consecutively.

What is covered?

Courses are fully customizable based on organizational and participant needs.

- **TOPIC 1: Overview of MMA**
- **TOPIC 2: 16 Personalities** — Understand weaknesses, strengths and values and how to leverage those differences for successful results.
- **TOPIC 3: Building a Strengths-based Culture** — Discover your strengths and weaknesses, their value contribution and how to manage them in supervision, coaching and clinical work.
- **TOPIC 4: Personal, Collective and Organizational Values** — Discover individual values and how they inform supervision, management and leadership.
- **TOPIC 5: Self-care and Wellness** — Explore six domains of wellness.
- **TOPIC 6: Financial Literacy and Management** — Understand the intersection of financial responsibility and clinical practice. (Included with in-person training only.)
- **TOPIC 7: Building Cohesive Culture and Behaviors** — Explore management roles, ideal staff qualities and operational definitions of staff qualities for selection, onboarding and supervision.
- **TOPIC 8: Managing a Successful, Engaged Workforce** — Discuss the qualities of great managers, trauma-informed supervision, Gallup's Q12 and motivation.
- **TOPIC 9: Teams Excellence** — Learn how to run successful, meaningful team meetings and eliminate "bad apple" behavior, plus essential qualities for team success.
- **TOPIC 10: Day-to-Day Supervision** — Participate in scenarios and role plays regarding difficult conversations, performance issues, navigating change, improving teamwork and strengthening supervisory relationships.
- **TOPIC 11: Managing Personal Change** — Understand the neuroscience of personal change.
- **TOPIC 12: Managing System Change** — Understand the critical elements of successful change efforts, including ways to plan, execute, evaluate and achieve change.
- **TOPIC 13: Brené Brown's Anatomy of Trust** — Explore behaviors and qualities that build trust in concrete, powerful ways.
- **TOPIC 14: Crucial Conversations** — Discover a learning model for finding healthy resolution when topics have high stakes and involve different opinions and strong emotions.
- **TOPIC 15: Healthy Conflict** — Understand typical types of conflict that can arise at work, in groups and one on one.
- **TOPIC 16: Group Presentations**



Reach out to Consulting@TheNationalCouncil.org to discuss your organization's needs, costs and scheduling.

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for Mental Wellbeing