

## ACCOUNTABILITY AT YOUR CO-OP: INSPIRING OWNERSHIP AND DRIVING RESULTS

NRECA Supervisor and Manager Development Program  
#742.05

9 a.m.-12 p.m. | Wednesday, April 2, 2025

## MASTERING AUTHENTIC FEEDBACK CONVERSATIONS WITH RADICAL CANDOR

NRECA Supervisor and Manager Development Program #743.05

1-4:15 p.m. | Wednesday, April 2, 2025

The Cooperative Center | NDAREC headquarters | 3201 Nygren Drive NW | Mandan, N.D.

### Overview for Accountability at Your Co-op: Inspiring Ownership and Driving Results, NRECA SMDP #742.05

9 a.m.-12 p.m. on April 2

Building an accountability culture is vital for organizations to foster high performance, drive results and create a culture of responsibility and integrity. This dynamic course is designed to provide participants with the strategies, tools and mindset needed to cultivate an environment of accountability.

Through interactive discussions and practical exercises, participants will learn how to inspire ownership, promote accountability and foster a culture of excellence.

#### Key Topics

- Introduction to an accountability culture
- The importance and benefits of an accountability-driven organization
- The role of leadership in building accountability, shaping the culture, modeling accountability and setting the tone for the organization
- Setting clear expectations, goals, objectives and performance standards
- Fostering ownership and responsibility among team members
- Creating a safe and supportive environment: trust, psychological safety and open communication
- Leading by example: modeling, transparency and integrity to inspire others

### Overview for Mastering Authentic Feedback Conversations with Radical Candor, NRECA SMDP #743.05

1-4:15 p.m. on April 2

Providing authentic and impactful feedback is a cornerstone of effective leadership and collaboration. This program equips participants with the strategies, techniques and confidence necessary to foster open dialogue, build stronger relationships, and promote continuous growth and learning within their teams and organizations. It delves into the nuances of communication, revealing how genuine feedback can transform work environments, leadership styles and team dynamics.

#### Key Topics

- How to apply the core principles of Kim Scott's Radical Candor model effectively in various contexts
- Delivering honest and constructive feedback: skills to provide respectful feedback that nurtures personal and professional growth for team members
- Receiving feedback: techniques for receiving feedback gracefully and recognizing it as an opportunity for personal development
- Building relationships that encourage open communication

**SPECIAL NOTE:** When registering online, please indicate your plans to attend the SMDP #742.05 in the morning and the SMDP #743.05 in the afternoon.

#### Registration Information

Online registration is available at <https://www.ndarec.com/ndarec-education-programs>. The registration deadline is **March 18**. The registration fee is \$595/person and includes the hot breakfast buffet, two refreshment breaks and lunch. No advance payment is necessary.

#### Billings and Cancellations

If you need to cancel a registration, please let Pamela Clark-Stein know 72 hours in advance of the program. In case of a no-show, your cooperative will be billed a \$50 cancellation/person.

#### Special Dietary Needs and Other Accommodations

Please notify Pamela via email at [pstein@ndarec.com](mailto:pstein@ndarec.com) of any dietary restrictions such as food allergies, gluten-free options and other special

accommodations needed. A minimum of 72 hours advance notice is requested.

#### Hotel Accommodations

For your convenience, a block of sleeping rooms is reserved for Tuesday, April 1, at the hotel listed below.

Comfort Inn & Suites  
1516 27th St. N, Mandan

To make your room reservation, call 701-204-6712.

For online reservations: [www.choicehotels.com/reservations](http://www.choicehotels.com/reservations)

The block of sleeping rooms is reserved under "Supervisory Training," and the release date for this room block is March 21.



#### Meet the Instructor

Christina Eanes founded Eanes Training in 2014, leveraging her extensive background in public service, including more than 15 years with a California police department and the Federal Bureau of Investigation (FBI).

She notably contributed to the FBI's Violent Criminal Apprehension and Leadership Development Programs, training thousands of leaders. Christina has authored several books, actively manages a YouTube channel, and hosts multiple podcasts. She holds two master's degrees, one specializing in Education and Training Performance Improvement. She is certified in Gallup Strengths and the Everything DiSC® application suite. Christina's dynamic approach ensures that Eanes Training continuously evolves to meet the shifting needs of clients.

#### SCHEDULE AT A GLANCE

8:30-9 a.m.	Hot breakfast buffet
9 a.m.-12 p.m.	"Accountability at Your Co-op: Inspiring Ownership and Driving Results," SMDP #742.05 in session
12-12:45 p.m.	Group lunch for all participants
1-4:15 p.m.	"Mastering Authentic Feedback Conversations with Radical Candor," SMDP #743.05
4:15 p.m.	Evaluations and adjournment

