

Winning in Weber Leadership Academy



# Leadership Academy

2026



# Winning in Weber Leadership Academy



**Hollie Doyle**



**Hollie has more than 17 years of global operations leadership, with expertise in large-scale methodology development, business-intelligence process design, transition, transformation, implementation, process innovation, employee development, and best practices.**

**\*EACH SESSION IS LIMITED TO 25 ATTENDEES  
\$50/PER ATTENDEE/PER SESSION  
BILLED TO THE DEPARTMENT**

**GBS**



**GBS has nearly 30 years of experience in group benefits, partnering with thousands of large and small companies. We will be by your side as we navigate the complex terrain of insurance and benefits. We feel that we are the most innovative and sophisticated benefits consulting firm in the United States. As employee benefits continue to quickly change and evolve, you need GBS in your corner. We know that your employees' mental and physical wellness is important to you. That's why we help you build an effective company wellness program that increases productivity, enhances morale, and lowers medical costs while helping everyone be healthier.**

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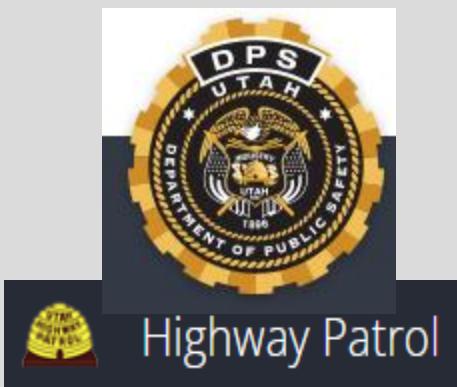


## Sheriff's Office



**Our mission:** to protect lives and property, uphold constitutional rights, and foster a safe environment through professional, innovative, and compassionate law enforcement, emphasizing integrity, initiative, and intelligence in serving the community and maintaining public trust.

## Utah Highway Patrol



**Our mission:** to provide quality police and traffic services, protect constitutional rights, and reduce crime/crashes on Utah roads through integrity, professionalism, and service, focusing on education and proactive enforcement to enhance public safety.

## Ogden Fire Department



**Our mission:** to provide a wide range of services to the community designed to protect and preserve life, property and the environment through planning, prevention, education and response. We are committed to excellence in the delivery of these services.

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## Spring Sessions

January – April

### Module 1- Organization Intelligence

	<u>Class</u>	<u>Date</u>	<u>Time</u>	<u>Instructor</u>	<u>Credits*</u>
January	Setting Goals and Managing Performance*	January 22nd	8:30am-12:30pm	Hollie Doyle	4.0
February	New - Emotional Intelligence – Intro*	February 19th	8:30am-12:30pm	Hollie Doyle	4.0

### Module 2- Leadership Competency

	<u>Class</u>	<u>Date</u>	<u>Time</u>	<u>Instructor</u>	<u>Credits*</u>
March	AI Driven Threats	March 19th	9:30am-10:30am	IT Department	2.0
	New -Emotional Intelligence - Deep Dive*	March 26th	8:30am-12:30pm	Hollie Doyle	4.0
April	Distractive Driving	April 9th	10:00am-1:00pm	UHP	2.0
	New -Writing Better Emails*	April 16th	8:30am-12:30pm	Hollie Doyle	4.0

\* Hollie Doyle Classes are 25 ATTENDEES \$50/PER ATTENDEE/PER CLASS

**\*Credits: Complete 33/66 credits within the year to receive a Winning in Weber Leadership Academy 2026 certification at the end of the year.**

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## Summer Sessions

**May – August**

### Module 3- Building Integrity and Growth

	<u>Class</u>	<u>Date</u>	<u>Time</u>	<u>Instructor</u>	<u>Credits*</u>
May	Meditation & Mindfulness for Stress				
	Management & Emotional Resilience	May 12 <sup>th</sup>	10:00am-11:00am	GBS	2.0
	<b>New</b> -Critical Thinking*	May 21 <sup>st</sup>	8:30am-12:30pm	Hollie Doyle	4.0
June	CPR/First Aid* See Summary	June 10 <sup>th</sup>	9:30am-12:30pm	Ogden Fire	2.0
	<b>New</b> -Identifying Causes & Solving Problems*	June 18 <sup>th</sup>	8:30am-12:30pm	Hollie Doyle	4.0

### Module 4- Investing in the People

	<u>Class</u>	<u>Date</u>	<u>Time</u>	<u>Instructor</u>	<u>Credits*</u>
July	<b>New</b> -The Art of Negotiations*	July 16 <sup>th</sup>	8:30am-12:30pm	Hollie Doyle	4.0
	FEMA / Emergency Management	July 20 <sup>th</sup>	10:30am-1:30pm	Homeland Security	2.0
August	Active Shooter/Stop the Bleed	August 13 <sup>th</sup>	10:00am-12:00pm	Sheriff's Office	2.0
	<b>New</b> -Project Management*	August 20 <sup>th</sup>	8:30am-12:30pm	Hollie Doyle	4.0

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## Fall Sessions

**September-December**

### Module 5- Psychological Safety

	<u>Class</u>	<u>Date</u>	<u>Time</u>	<u>Instructor</u>	<u>Credits*</u>
September	Suicide prevention Training	September 8 <sup>th</sup>	10:00am-11:00am	GBS	2.0
	Managing Different Personalities*	September 17 <sup>th</sup>	8:30am-12:30pm	Hollie Doyle	4.0
October	Empathetic Leadership*	October 8 <sup>th</sup>	8:30am-12:30pm	Hollie Doyle	4.0
	Fire Safety / Fire Extinguisher Training	October 22 <sup>nd</sup>	2:00pm-3:30pm	Ogden Fire	2.0

### Module 6- Your Leadership

	<u>Class</u>	<u>Date</u>	<u>Time</u>	<u>Instructor</u>	<u>Credits*</u>
November	Bomb Threats	November 17 <sup>th</sup>	10:00am-11:00am	Sheriff's Office	2.0
	Conflict Resolution*	November 19 <sup>th</sup>	8:30am-12:30pm	Hollie Doyle	4.0
December	Fostering a Positive & Resilient Culture*	December 9 <sup>th</sup>	8:30am-12:30pm	Hollie Doyle	4.0

\* Hollie Doyle Classes are 25 ATTENDEES \$50/PER ATTENDEE/PER CLASS

**\*Credits: Complete 33/66 credits within the year to receive a Winning in Weber Leadership Academy 2026 certification at the end of the year.**

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## Summary of Courses Offered

- Active Shooter Training/Stop the Bleed Training

Active shooter training addresses the threat of an active shooter by providing awareness, preparation, prevention, and response methods. Participants learn actions to take when confronted with an active shooter, workplace violence key indicators and how to manage an active shooter incident. Stop the Bleed Training.

- AI Driven Threats

As organizations increasingly adopt AI and cloud technologies, they become more vulnerable to sophisticated attacks that can exploit vulnerabilities and disrupt operations. Key threats include AI-Driven attacks, data theft, and supply chain attacks. Let's be prepared.

- Bomb Threats

When it comes to the threat of IEDs and bomb threats, having a clear, specific, and well-known plan in place can save lives and reduce disruptions. Take the time ahead of a threat to form a plan for your site location that contains all the details that you'll need when the time comes.

- Conflict Resolution

Perhaps there is only one way to avoid conflict in our lives: to live and work alone. For the rest of us, the consistent reality of conflict is exhausting. It's the quickest way to ruin our day or even drive us away from a job.

This is not a workshop about changing or manipulating other people.

This is not a workshop about getting rid of people who are difficult or disagree with us.

This is a workshop about understanding different personalities, preferences, and work styles.

When those clash, we will learn how to manage them in a productive way that brings value to our business rather than hurt feelings.

Among many valuable topics, the workshop will present new skills:

- Understanding our gut-impulse personal responses to conflict
- Instruments to help us measure ourselves and others in conflict situations
- Strategies to navigate heated conversations to diffuse conflict
- Tools to build consensus and use differing viewpoints to our advantage

- CPR / AED & First Aid

You have the power to restart a heart. High-quality CPR + AED are critical to saving lives.

Performing immediate high-quality CPR plus the use of an automated external defibrillator (AED) can double, or even triple, survival rates. Covers recognizing and responding to cardiac, breathing, and injury emergencies, teaching skills like high-quality chest compressions, rescue breaths, AED use, and managing severe bleeding, choking, and sudden illness for adults, children, and infants until advanced help arrives. \* To get your certification, speak with your supervisor about the \$35 cost. After the training, pass the 30-question exam to receive your digital card via email. Please confirm your interest in certification so we can give the fire department an accurate headcount for testing

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- **Critical Thinking**

When faced with critical business or life decisions, most of us prefer to think that we are purely rational and logical. Research data seems to consistently suggest, however, that we are far more knee-jerk emotional than we may realize.

Our ability to slow down and think critically can radically change our perspectives at work or in dealing with other people. This workshop is designed to provide tools for us to more readily recognize our own biases or impulses, and to overlay them with systematic tools for logic.

In this workshop we will explore—

- Cognitive biases that may impair logical and rational thinking
- How to manage our perspective of truth
- Tools to determine if our thinking is driven by facts, conventions, opinions, or preferences
- A toolkit of questions that foster critical thinking

- **Distractive Driving**

Classroom training on the 3 R's (Reduce your speed, remove distractions, relax - avoid aggressive driving). After the classroom training over in the Cache Valley Bank Parking: experience hands on Impaired driving awareness pedal kart course.

- **Emotional Intelligence – Intro**

We know, we know. The phrase “emotional intelligence” often evokes thoughts of employees “hugging it out” and then sitting around the campfire singing Kumbaya.

Don’t worry. That’s not what this workshop is all about.

To be truly effective leaders, we need to understand our own emotions. We need to know how to communicate effectively. We need to empathize with others. We need to have the skills to overcome challenges and diffuse conflicts. This is emotional intelligence.

In this workshop, we’ll explore –

- The five recognized areas of emotional intelligence
- Behavioral economics and how our emotional intelligence can actually affect the financial performance of our business
- Reading and monitoring our own emotions, as well as those of others
- Practical strategies to develop a high emotional intelligence

- **Emotional Intelligence - Deep Dive**

Emotional intelligence has been a buzz word in the professional industry for a couple decades. And with good reason! Research consistently suggests that it is the single most influential predictor of personal and career success.

However, if you’ve read any emotional intelligence books or websites out there, you already know that they are heavy on theory. Incidentally, very few resources exist that teaches us how to put those theories into action. This workshop is designed to do exactly that. This is an interactive workshop with a lot of hands-on exercises and activities. The discussion will focus on:

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- Understanding the five areas of emotional intelligence
- Weighing the impact of effective and poor emotional intelligence on our team
- Applying emotional intelligence skills to ourselves and our interactions with others
- Learning hands-on, practical application tools to implement into our everyday lives
- Exploring and practicing techniques to apply our understanding in real-world situations

There are no prerequisites for this course. You can attend this workshop regardless of whether you attended the first class on the topic.

- **Empathetic Leadership**

When most organizations go to hire a new leader, they spend a lot of time looking at candidate resumes. Bullet points. Achievements. Revenue generated. Job titles. Years of experience. These factors heavily influence who gets hired.

However, when we personally think about the best leaders we have ever seen, we usually don't even think about those same bullet points, achievements, job titles, etc. We think about their personality. How much they cared. How they listened. How they made us feel valued.

True, meaningful leadership has little to do with those resume bullet points. Instead, this workshop is designed to teach the most influential components of character that define exceptional leaders. Leadership empathy will always garner more impact than the bullet points.

This is a dynamic and interactive investigation into empathetic leadership, including discussions about:

- Skills to read between the lines between stated and unstated needs
- The art of active listening
- How to balance workplace demands with sensitivity to employee needs

- **FEMA / Emergency Management**

What are the emergency response duties and responsibilities for staff members, particularly those related to the Emergency Coordination Center (ECC) and departmental roles for continuity, as not every employee will be in the ECC. If we are unable to work from our existing location, we have emergency procedures for moving employees to another place.

Plans for any staff members and their families who are displaced from their homes, where temporary shelter is to be provided, and what those details are all included in the initial response measures.

Discuss how the Community Emergency Response Team training can help you in your community, at work, or at home.

- **Fire Safety**

The class will cover what fire is, extinguisher classifications, limitations, and proper operation. Hands-on learning or a refresher course on how to use a fire extinguisher.

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## • Fostering a Positive & Resilient Culture

We often think about happiness in a cause- effect type of relationship. We say things to ourselves like:

Once I get that promotion (cause), then I will be happy (effect).

After we finish this project, our team will get along better.

When this task is over, my job won't stress me out anymore.

Usually, these kinds of statements are empty and false. They are also backwards.

Rather than looking at positivity and resilience as the effect that can only come after a cause, this workshop will explore the incredible power in reversing the formula.

Positive and resilient teams (cause) fuel success (effect). Happiness (cause) drives accomplishment (effect).

More than ever, our teams need resilience to remain successful, regardless of what happens with company leadership, corporate organizational structure, industry and technology changes, or revenue targets.

In this workshop, we will learn –

- How to channel our energy into realistic and manageable goals
- How to build the social structure of a team
- How to cultivate a culture of happiness and support within our organization
- How to remain steady regardless of changes or setbacks

## • Identifying Causes & Solving Problems

Imagine a morning where you wake up, swing your legs to the side of the bed, and find your feet sinking through 6 inches of water before they hit the floor. You've got a problem.

Now imagine that someone suggests you just turn on the ceiling fan to take care of the water.

Maybe that'll help dry things out.

As ridiculous as this scenario sounds, businesses make the same unfortunate mistakes every day.

We can often easily identify our problems. We are often quick to jump to ideas of suggested solutions. But we rarely stop to understand why the problem happened in the first place.

The workshop will be an insightful resource to learn how to realistically look at our business end to end. We will learn valuable tools:

- Common business standards for root cause analysis
- Analyzing the impacts of people, processes, and tools within our business
- Hands-on practice evaluating causes and developing real solutions
- Realistic strategies to implement our solutions

## • Managing Different Personalities

This is one of our most popular and requested workshop topics!

Perhaps we have all taken a light-hearted personality test online. This exercise can be fun and provide some interesting insights.

What if we took those insights a few steps farther?

In this workshop, we will examine our own personalities and our preferences to learn how those things directly affect our performance in the workplace.

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We will also learn how to understand the same personality and preference insights for our team. When we do this, we can leverage our team's greatest strengths to achieve more. We can be more deliberate and strategic in developing employee growth. We can deliver personalized leadership that matches the individual needs of our team members.

In this workshop we'll explore how to—

- Recognize and celebrate personality and preference differences in our teams
- Identify personality preferences and how they shape work performance
- Leverage strategic tools to place personalities and preferences in the right roles with complementary responsibilities
- Develop strategic growth strategies for our own and employee weak spots

## • Meditation & Mindfulness for Stress Management & Emotional Resilience

Meditation & Mindfulness explores the science behind the use of meditation and mindfulness for stress management and emotional resilience. Attendees learn about the benefits of these practices for mental and physical health and discover practical tools for incorporating mindfulness into daily life.

## • Project Management

Being effective in our jobs means getting things done. Tasks. Projects. Assignments.

But how do we get those things done, especially in the whirlwind of our regular day jobs? What are the steps? What are the requirements? What are the skills? New leaders may be overwhelmed by the task. Veteran leaders may doubt their own effectiveness.

This course is designed to help you figure out how to manage projects confidently and effectively. We will also send you back to work with numerous documents, tools, and templates that you can implement at work today to manage your own projects.

In this workshop we'll explore how to—

- Understand business best practices and methodologies for project management
- Efficiently and effectively manage projects
- Prioritize tasks up and down the organization
- Coordinate and communicate schedules and logistics
- Effectively use resources inside and outside the group

## • Setting Goals and Managing Performance

We are in the season of performance reviews and setting performance goals with our teams.

This well-timed workshop can help us learn the skills to develop meaningful goals for our organizations. Additionally, we will practice hands-on tactics to accurately measure performance and regularly coach our teams.

Among other things, we'll explore—

- Guides to develop more realistic and motivating goals for our teams
- Resources to communicate expectations and inspire
- Strategies to lead as a coach, rather than police
- Tools to ensure that performance appraisals fairly and accurately measure performance

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- Approaches to develop a more dynamic and interactive approach to performance management
- **Suicide Awareness Basics**

Provides an opportunity to learn the basics of suicide prevention and how to offer hope to an individual in need. This seminar will review the common myths around suicide and discuss the facts when it comes to suicide prevention. Additional discussion points include using appropriate language, responding to concern, and creating a safe environment.
- **The Art of Negotiations**

Perhaps we're getting ready to close an important sales deal.  
Perhaps we're planning to ask a boss for a raise and want to justify our value.  
Perhaps we are continually clashing heads with a challenging colleague in the neighboring cubicle.  
Perhaps we are heading to a meeting with a very unhappy customer and we want to smooth things over.  
Regardless of the situation, we are continually asked to exercise our negotiation skills every day, whether we realize it or not. Every interpersonal interaction requires us to use negotiation skills. Every single one.

This workshop targets all employees at all levels of the organization. You don't need to be a hostage negotiator or a leading sales rep for this workshop to be applicable. If you interact with people as part of your job, this workshop will be incredibly relevant.

In our discussion, the workshop will focus on proven negotiation strategies, including:

  - Building a strong relationship foundation
  - Strategies to plan negotiation and the theories to effective interpersonal interactions
  - Establishing our expectations and requirements, as well as strategies to understand the other party's expectations and requirements
  - Understanding the reasons why negotiations sometimes fail, and how we can avoid those pitfalls
  - We'll put our learning into practice with hands-on exercises
- **Writing Better Emails**

Sending emails is a staple for many of us in our day-to-day work. Despite all the practice, most of us struggle to make our emails anything better than a messy stream of consciousness.  
What if you could radically reduce the amount of time you spend reading and composing emails?  
What if you could improve the likelihood of getting a response when you email a request?  
What if you could greatly increase the odds of your audience actually reading your message?  
This workshop is designed to get you there. But don't worry! This course is nothing like your middle school English classes. We won't diagram sentences or pick apart spelling.  
Instead, this course focuses on learning –

  - How to develop clear ideas
  - How to organize information in a direct and concise way
  - How to package and present our message correctly
  - How to provide our message to our audience in the most accessible way.

**\*Trainings dates and times subject to change.**