

PRACTICAL LEADERSHIP:

Cultivating Thriving Supervisory Relationships

JUNE 25, 2026
HOLIDAY INN, ST. CLOUD



When people leaders (department heads, managers, supervisors) understand the expectations of their role, they are able to supervise in a way that fosters healthy working relationships with each employee that reports to them. This, in turn, builds positive organizational culture and avoids destructive behaviors in the workplace. Unskilled supervision, on the other hand, can create organizational cultures that are ineffective at best and cause harm at worst.

“Practical Leadership” is a highly interactive in-person training that provides participants with immediately implementable tools and strategies for managing their teams. Attendees participate in experiential learning exercises to practice strategies introduced during the training.

WHAT YOU LEARN

By the end of the training, attendees will:

- Better understand the competencies and required skills of the supervisor role and have improved confidence in implementing the role
- Be aware of the challenges to collaborative leadership with the vertical power dynamic created by hierarchical structures, and will connect this to specific strategies learned in the training
- Cultivate self-awareness and accountability for fostering positive organizational culture and avoiding destructive behaviors in the workplace
- Have increased comfort to hold a range of conversations, including corrective and developmental feedback about both work and behavioral performance
- Learn strategies for helping employees solve their own challenges
- Understand the fundamental components of coaching and participate in experiential learning exercises to practice listening and inquiry
- Know the supervisor continuum and the critical skills of supervision (structuring, selecting, onboarding, goal setting, guiding and supporting), including how to set expectations, give recognition and hold performance conversations



PRESENTED BY LISA NEGSTAD, CONSULTANT

Lisa Negstad (Negstad Consulting) is a trainer, consultant, coach and facilitator, specializing in leadership, organizational culture and networks.

Negstad helps managers become better in their roles and assists groups to collaborate and improve their shared leadership skills.

Prior to starting Negstad Consulting, Negstad held senior leadership positions in several nonprofit organizations.

She has a master's degree in business administration from Yale University and holds a bachelor of arts in psychology.

REGISTER AT [MCIT.ORG/EVENTS](https://mcit.org/events)

- **FEE:** \$90 per person for MCIT member employees or \$130 per person for nonmembers. Includes materials, lunch and refreshments.*
- **REGISTER:** Complete the online form and pay at [MCIT.org/events](https://mcit.org/events). Attendees must pay by credit card as part of the registration process.
- **DATE AND TIME:** June 25. Check in: 8:30 a.m. Program: 9 a.m.-3 p.m.
- **LOCATION:** Holiday Inn, St. Cloud: 75 S. 37th Ave. | 320.253.9000

QUESTIONS

Contact MCIT Communications Manager Heather Larson-Blakestad with questions about the program, registration or special requests (e.g., dietary restrictions) at hblakestad@mcit.org or 866.547.6516.

*Cancellation Policy: No refund will be issued for cancellations received after June 10, 2026.

WHO SHOULD ATTEND?

This seminar is for those who are in an employee management role, such as a department head, manager or supervisor. The training is designed for both those who are new to formal supervision and more seasoned leaders.