

The Skills for Success Series is built around the skills too often dismissed as "soft" – communication, leadership, teamwork, emotional intelligence, conflict management, change management, and others – when in truth they are the **VITAL** skills that determine whether someone thrives as an employee, a supervisor, or a leader. Technical ability gets people hired; these are the skills that get them promoted and make them worth following. Every workshop in the series is designed to deliver real, usable training in a short, focused window, because we know your people can't be away from the work for long. Participants don't leave with theory and a binder that collects dust; they leave with practical tools they can put to use right away and share with the team around them, so the value ripples well beyond the room.

LEADERSHIP BOOT CAMP

A Two-Day Leadership Intensive for TMEPA member employees

In the utility business, we promote our best people — the sharpest line worker, the most dependable CSR, the technician who always gets it right — hand them a title, and hope they figure out the rest. But management is a different job with a different skill set. Few people have had real management training, and almost no one is born knowing how to do it well.

Management Boot Camp gives your newly promoted and soon-to-be-promoted managers the tools we too often expect them to pick up on their own — through hands-on exercises, real utility scenarios, and honest conversation

WHAT WE COVER

Day One — Becoming a Manager and a Leader. The shift from doing the work to leading the people who do it. Managing former peers, leading through change, and handling coaching, discipline, and performance reviews with confidence. Sound decision-making, clear communication, and active listening. And the nine traits that separate a manager with a title from a leader people choose to follow.

Day Two — Teamwork and Workplace Dynamics. What makes a team actually work — and how to build one. Emotional intelligence and self-awareness, professional maturity, managing stress, and navigating conflict and difficult people. Recognizing and addressing harassment and workplace incivility, drawing strength from a diverse workforce, reading non-verbal cues, and de-escalating tense situations with upset customers.

WHO SHOULD ATTEND

New managers and supervisors, high-potential employees being groomed for their first leadership role, and seasoned managers who were promoted without ever receiving formal leadership training. Built specifically for the people and pressures of a municipal electric system.

WHAT PARTICIPANTS TAKE HOME

An honest read on their own management strengths and blind spots, drawn from in-session self-assessments. Practical tools they can put to work on Monday morning. The confidence to handle the hard conversations instead of avoiding them. And a personal action plan that turns two days of learning into something they'll actually follow.

LOCATION and REGISTRATION

Two-day, highly interactive workshop. Delivered at TMEPA headquarters in Brentwood, Tenn. • 8:00 am to 3:30 pm • September 29-30, 2026 • www.tmepea.org/events • For more information contact Carrie Crawford at ccrawford@tmepea.org. Lunch provided daily.