The “Back to Business Learning Journey” is a strategic partnership between the State of Nebraska and Gallup that invests directly in small businesses across the state to drive resilience and growth. Great management is at the heart of any successful business, and Nebraska needs successful, growing businesses to keep our communities strong.

The Nebraska Department of Economic Development (DED) will provide online applications for this Gallup-sponsored business leadership training program. Applications will be accepted from June 22, 2020, through July 2, 2020. Awards will be issued to qualifying applicants until funds are exhausted.

- The program is intended for small business with 500 or fewer full-time equivalent (FTE) employees
- Up to 75 participating companies (up to 100 total participants) will be eligible for the Back to Business Learning Journey
- One (1) person per company is eligible for the Back to Business Learning Journey for companies with fewer than 50 FTE employees
- Up to two (2) people per company are eligible for the Back to Business Learning Journey for companies with 50-500 FTE employees
- DED encourages each company to choose its attendee(s) with great care and consideration
  - Examples include senior management, executive management, upper management, management team members, etc.

**Purpose & Description**
This program is uniquely tailored to support leaders and managers in achieving organizational goals. The course prepares team leaders to drive growth through human development using strengths-based, engagement-focused, performance-oriented coaching – making employees, teams and organizations more resilient, productive and profitable.

Participants will learn proactively and apply new techniques to lead management teams through unprecedented challenges and prepare for a strong future. With a focus on strengths-based, engagement-focused and performance-orientated coaching, managers and leaders will learn how to respond to the shifting nature of work in the post-COVID economy.

The 30-week online journey includes more than 50 hours of content and the following learning components:

- **Twelve 90-Minute Live Webinars:**
  - Facilitated by world-class Gallup instructors who bring learning to life through discussion, practice and small-group activities using Gallup’s advanced videoconferencing platform

- **Self-Paced Content:**
  - Provided through interactive, media-rich, self-paced online content, which features Gallup’s latest discoveries, best advice and most effective management strategies

- **Four Coaching Calls**
  - Gallup coaches will guide participants’ development and help bring learning to life in everyday practice

- **Sixteen Learning in Action Modules**
  - Learning in Action content will help participants implement what they’ve learned to sustain effective changes over time

- **Four Large Group Meetings**
  - Gallup experts will discuss the latest trends through advice and analytics that are relevant to you and your business
Eligible Uses of Funds – If awarded grant funds through this program, funding may only be used for selected applicant(s) to attend the Gallup online business leadership training course.

Funds Distribution

- DED expects to award $1 million
  - Grant amount: $10,000 per employee attending training
  
  Funds will be distributed across Nebraska’s three congressional districts.

Application Requirements

- Nebraska-based/headquartered company
- 500 or fewer full-time equivalent employees
- Completed online application

Project Selection

For each application submitted, DED will perform an independent review, and, at its discretion, may utilize the assistance of outside reviewers. In completing the review, DED will examine the following:

1. Verification of business and information included in the application
2. Number of full-time equivalent employees
3. Impacts of COVID-19 on the business
4. Reliable internet access

Application Timing and Process

Applications will be accepted from June 22, 2020, through July 2, 2020, and awards will be issued to qualifying applicants until funds are exhausted. Applicants must complete the application online at https://getnebraskagrowing.nebraska.gov/gallup-training-grant/, and must fully comply with all requirements within the period specified. Applications that do not include requested documentation, specified attachments, or have not been fully completed will not be considered. At its discretion, DED may request supplemental materials from applicants.

Learning Objectives

Participants will experience transformational development through individualized learning, shared experiences and one-on-one coaching. Participants will:

- Learn and apply strategies for leading through challenging times
- Understand how to lead remote workers to ensure productivity and engagement
- Study best practices for using CliftonStrengths with individuals and teams
- Implement Gallup’s employee engagement framework to drive specific business outcomes
- Study and apply the three core principles of Gallup’s performance development model
- Practice and apply five revolutionary strengths-based, engagement-focused and performance-oriented coaching conversations that drive individual and team performance
- Implement and sustain an effective, systemic approach to performance development that creates organic growth

Requirements

To successfully complete the We’re Back to Business Learning Journey, participants must:

- Complete all self-paced content
- Attend all live webinars
- Complete all Learning in Action content
- Complete all required coursework and assignments
- Pass an exam

After completing all requirements, participants will become a Gallup-Certified Manager for two years. Participants may apply for recertification every two years.
Content Overview
Grounded in decades of Gallup research and science, the unique learning experience includes the following content:

Part 1: The Changing Workplace
Part 2: The Skills of Strengths-Based Development
Part 3: The Science of Engagement
Part 4: The Art of Performance
Part 5: Performance-Oriented Coaching
Part 6: Coaching Successes and Challenges
Part 7: Implement and Sustain Your Approach to Performance Management

More information can be found here: http://getnebraskagrowing.nebraska.gov/

Technical assistance, including how to apply, can be found here: https://opportunity.nebraska.gov/amplifund/

You can also call: 855-264-6858