

Learning Objectives

Module 1: Tapping Into Your Leadership Potential

- Participants will identify characteristics they consider important to leadership.
- Participants will identify their own leadership qualities and those they would like to further develop.
- Participants will understand the difference between management and leadership in the context of organizational development.
- Participants will be able to apply their concepts of leadership to a case study scenario.

Module 2: Creating Clarity and Shared Vision

- Participants will appreciate how self-limiting models weaken creativity and thinking processes.
- Participants will understand the importance of shared vision.
- Participants will be able to discriminate between a good shared vision and a poor one.
- Participants will know the steps in nurturing a good shared vision.

Module 3: Building and Supporting Teams

- Participants will appreciate the different functional (as opposed to professional) roles teams members play.
- Participants will draw from their and their colleagues' experiences to identify effective and ineffective team dynamics.
- Participants will understand the role of leadership in fostering an organizational climate that empowers and inspires people.

Module 4: Managing Conflict Effectively

- Participants will examine their personal views of, and reactions to, conflict.
- Participants will examine the effects of their emotions on their effectiveness at work.
- Participants will enhance their communication and negotiation skills to more productively deal with conflict.
- Participants will learn and apply new strategies for analyzing and responding to conflict.

Module 5: Organizational Change

- Participants will understand the roles of behavior and emotion in resistance to organizational change.
- Participants will be able to assess and influence an organization's readiness for change.
- Participants will understand the critical steps in creating and maintaining a successful change effort.
- Participants will examine strategies both for leading change and for responding to change in their own organizations.

Module 6: Developing People

Themes:

1. Developing People: Overview and Introduction
2. Organizational Environments that Support Developing People
3. Motivating Employees for Improved Performance
4. Developing People: Does One Size Fit All?
5. Mentoring and Coaching
6. Succession Planning as an Ongoing Activity