

Leadership Curriculum

Course	
1. The 8 Dimensions of Leadership	- To be an effective leader you need to know your strengths—but that's only part of the story. You also need a broad perspective on all the behaviors needed to be an effective leader. In this introductory leadership course, participants utilize the book <i>8 Dimensions of Leadership</i> to learn about their "default" leadership style...their First Dimension of Leadership and then leadership lessons to increase their dimensions. (2 hours)
2. 363 for Leaders	– <i>Everything DiSC 363 for Leaders</i> combines the best of 360° feedback with the simplicity and power of DiSC [®] , plus three strategies for improving leadership effectiveness. Using CommentSmart, our exclusive selectable comments feature, raters choose from pre-written, highly-tested comments, giving feedback that's focused, balanced. (Coaching program not a workshop)
3. The Work of Leaders	- Using the framework of Vision, Alignment, and Execution, <i>Work of Leaders</i> encourages leaders to understand their own leadership behaviors and how they impact their effectiveness during each step of their work. Participants will receive specific feedback and developmental steps to show how progress can play out in real life and then focus on tangible steps directed at leading their group or organization toward positive outcomes. (4 hours)
4. Leading Change	– Initial discussion focuses on how on-going change in an organization is inevitable and the key role supervisory personnel play as change agents. This workshop then focuses on strategies to move through each phase of the change reaction curve: Denial, Resistance, Exploration or Commitment and finally how to develop a change management plan for pre-change, during change and post-change.
5. Retaining Winning Talent	– Leaders have the biggest impact on retaining key team members. The program provides skills, tools, and a research-based approach that helps leaders rate the attrition risk of each team member, surface individual team members' retention needs, increase the level of commitment from each team member, and, most importantly, develop and implement a Retention Action Plan designed to increase retention for the entire team.
6. Strategic Thinking	– Strategic thinking is defined as the generation and application of business insights to achieve competitive advantage. Leaders must be able to read and interpret the environment surrounding their industry and organization to plan for the future. After completing a SWOT analysis participants will chart a course for the future path of their department based on their analysis and understanding of the overall organizational direction.