

ADVANCED LEADERSHIP PROGRAM

PURPOSE: The purpose of the Advanced Leadership Program (ALP) is to give new and experienced managers the vision, knowledge, skills, concepts, and best practices in effective leadership needed for success in the modern corporation. It is ideal for middle managers and managers soon to be promoted into top leadership roles. Topics include:

- Purposes Served by Leadership
- Developing a Vision
- Building Employee Engagement
- Balancing Results and Values
- Managing Change

ALP provides the best practices in leadership gained from research and real-world experience. Participants learn the attitudes, skills and tools needed to be a professional leader when working under constraints, with limited resources, escalating ambiguity and risky dilemmas.

LEARNING OUTCOMES: As a result of attending ALP, participants will be able to:

- Explain the purpose and process of effective leadership
- Formulate a vision and set strategic direction
- Describe how to mobilize employees to enhance their engagement and commitment
- Use a performance management system to ensure results and lead change
- Explain differences in organizational and country cultures
- Distinguish the characteristics of trusted leader

LENGTH: Three Days 08:00 – 17:00 **IACET CEU:** 2.25 CEU

PARTICIPANTS: The workshop is suitable for managers who are in new roles where leadership is critical to success such as working on enterprise-wide initiatives, implementing new systems and processes, or leading a strategic business unit. Managers who must lead projects of considerable scope and broad impact will also find the training useful.

BENEFITS: The program uses actual, real-world leadership situations, projects, strategic initiatives and companies to broaden and deepen learning. It covers how to lead effectively in large, complex organizations, regardless of industry. Participants will be able to discuss their unique leadership situations either in session or in private consultation with the program leader, oneself an experienced leader.

PROGRAM OUTLINE (See Next Page)



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PROGRAM OUTLINE

DAY 1	DAY 2	DAY 3
8:00 INTRODUCTION AND OVERVIEW	8:00 REVIEW/PREVIEW	8:00 REVIEW/PREVIEW
8:45 Business Context for Leadership	8:15 LEADING EMPLOYEE ENGAGEMENT The Psychological Contract Revisited What Really Motivates People	8:30 LEADING TEAMS Work of the Leader Stages of Team Building Requirements of High Performing Teams
9:15 DEFINING LEADERSHIP		
10:15 BREAK	9:00 BUILDING "BUY-IN" Dealing with attitude problems	
10:30 LEADERSHIP FEEDBACK PROCESS	10:00 BREAK	10:00 BREAK
10:45 Leadership Feedback - Part I Group Discussion	10:15 LEADING RESULTS Performance Management Process Four Steps – Eight Tasks Goal Setting Application Exercise	10:15 LEADING CHANGE Types of change Stages of managing change Attitudes regarding change Skills needed to manage change
Leadership Feedback – Part II Group Discussion		
Summary Data		
12:30 LUNCH	12:30 LUNCH	12:30 LUNCH
1:30 DISCUSSION: GROUP DATA	1:30 COACHING Overview of Leadership & Coaching Coaching Needs Profile Practice Coaching - Case I	1:30 JOURNEY OF THE TRUSTED LEADER Mapping the Future
2:00 LEADERSHIP AND VISION Thinking About the Future		
3:15 BREAK	3:00 BREAK	2:45 BREAK
3:30 MY LEADERSHIP PROFILE Messages from the 360 Feedback Personal Talents Profile	3:15 The Key Coaching Skills Practice Coaching - Case II	3:00 PERSONAL PLANNING Complete Leadership Journal
4:15 EMPLOYEE ENGAGEMENT PROBLEMS Challenge of Post-Gen Xer's Cultural Skills in Multi-Nationals	THE LEADER COACH Thinking About Organizational Learning	SUMMARY Commitments
5:00 END	4:45 Complete Leadership Journal 5:00 END	5:00 END
EVENING ASSIGNMENT: Read: "Leadership That Gets Results" D. Goleman	EVENING ASSIGNMENT: Read: "What Leaders Really Do" by J. Kotter	