



Leadership Academy

This five-session leadership development program, conducted over a 5 to 8 month period, helps participants understand and develop the advanced leadership skills. Participants learn the full range of important leadership competencies, including: developing high performance teams, coaching individuals to achieve their potential, managing change at the personal and organizational level and delivering effective performance feedback. A strong theoretical framework is taught with key models practiced during the sessions. A variety of activities, assessments and initiatives are used in each module to fully engage everyone in the learning process.

PROGRAM OBJECTIVES:

- To nurture and reinforce great leadership behaviors and skills, especially in times of change
- To provide structure and strategies for managing high performance teams and organizations
- To develop strong change leadership skills
- To develop effective coaching and mentoring skills
- To improve interpersonal skills in the areas of conflict management and performance feedback
- To maximize personal and organizational accountability

SESSION CONTENT:

Session 1: Trust – The Challenge of Leadership: using the latest research on trust and leadership, through activities and classroom discussions, the foundation concepts of building strong relationships and becoming a trusted leader are explored

Session 2: Fundamentals of Change Leadership: using classroom discussion and real change situations, the impact of change is explored and useful change tools are learned

Session 3: Leading and Managing a High Performance Team: using classroom discussions and team initiatives, the stages of team development and how to develop teamwork, manage conflict and engage teams to achieve maximum results are taught

Session 4: Leader as Coach and Mentor: using classroom discussions and actual coaching sessions, an effective approach to coaching team members is practiced

Session 5: Performance Feedback and Accountable Leadership: using classroom discussions and actual practice situations, the various types of performance feedback are practiced and personal and team accountability are explored