

LEADERSHIP SKILLS FOR BETTER PERFORMANCE

Self-directed learning with peer engagement

Leadership Foundations is a 12-week online program with content delivered by industry-leading executives. The curriculum provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication, and how to deliver increased value through empowerment and engagement. The course includes independent online study combined with cohort sessions where participants can share ideas and learning with others.

Leadership Foundations delivers specific insights directed at increasing the effectiveness of new leaders and frontline supervisors. The format is affordable, scalable, and non-disruptive to busy schedules.

POWERFUL CONTENT, OUTSTANDING RESULTS

Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial or market-based reasons for change and drive toward breakthrough results.

Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

Course 4: Leading High Performance Teams

This closing course focuses on measures, metrics, and practices used across the enterprise to achieve high performance. Participants learn that business results – values and benefits – may differ from one company to the next and even from department to department within a single company, but the consistent variable is It's All About People.

CONVENIENT DELIVERY WITH HIGH-VALUE BENEFITS

1. Drives employee retention.
2. Generates higher performance outcomes.
3. Increases employee engagement.
4. Establishes a greater sense of value, connection, and appreciation.
5. Develops an "employer of choice" brand that attracts top talent for better recruitment.

The online Leadership Foundations program is made possible through our partnership with the Professional Development Academy. It is offered four times a year, in January, April, August and September. Cohorts are held on a fixed schedule. Cost is \$1,995 per person. Contact us—we can help identify your organization's development needs and address blended options for meeting them.

