

Leadership Certificate Program

Program runs July 2012 – December 2012 meeting 1-day per month

To adapt and survive in a rapidly changing marketplace, today's manager must be able to communicate a vision and guide their employees towards the goal. "Leader" no longer denotes a level but instead describes just one of the functions of a manager.

Does your organization have the leaders it needs to achieve your goals?

Are your leaders ready and able to:

- Deliver consistent results?
- Make critical decisions?
- Identify, develop and retain key talent?
- Build high performance teams?
- Assume greater responsibility?

For the first time, Sinclair Workforce Development is offering to the public a fast-track version of its leadership development series proven within individual companies. The program is designed to be delivered over six months - 1 session per month and provides targeted tips and techniques to help high-potential talent accelerate their development as leaders. Participants will be assessed against a researched model of effective leaders and then use the identified strengths and skill gaps to build an individual development plan that will allow them to immediately leverage course concepts back in their organization. In addition, participants will have the opportunity for a shared experience with other organizations offering an enhanced knowledge base and networking interactions.

Session One- Accelerating Leadership Effectiveness- Making the Transition from Manager to Leader – July 19, 2012

This session uses results from a leadership style assessment to provide feedback on the individual's leadership style (highlighting both strengths and potential derailers) as well as the possible impact of this style on team and organization performance. This feedback, combined with research on effective leaders, provides a unique foundation for the entire program and a customized roadmap to individual leadership development.

Session Two- Defining Organizational Strategy & Goals – August 16, 2012

This *working session* is designed to introduce best practices in planning and goal-setting and then to immediately apply these concepts to create real-world plans and goals for managers and teams. Participants will develop the skills needed to effectively set strategic and team goals, deal with potential problems, make effective decisions to adapt to changing situations and motivate employees to achieve success. Participants will supply their own specific corporate goals from which to create their plans and team/individual goals.

In the past, leadership was considered an executive role focused primarily on strategy and vision – using executive influence to drive change. Today, change is expected to be driven at every level which has pushed the concept of "leadership" down into the organization.



Session Three- Effective Decision Making & Driving Change – September 13, 2012

To be truly successful as a leader, an individual must be able to make effective decisions when choosing between strategic options and gain buy-in from others to effect change. This module introduces a proven model for effective decision making that provides the foundation for introducing and managing change within a team and organization.

Session Four- Aligning Talent to Strategy – October 18, 2012

Even the best strategy is useless if an organization lacks the talent to execute it. Successful leaders make talent management a strategic priority and ensure that the organization’s people “infrastructure” supports goal achievement and evolves as the strategy evolves. This module uses organizational goals as the foundation for identifying the structure and specific talent needed to create high performance teams that deliver results. Leadership values are identified and used to tailor best practices in talent development and retention.

Session Five- Leader as Coach – November 15, 2012

A key cause of leadership failure is the inability to drive employee performance and delegate effectively. Delegation does not just allow leaders to assume additional responsibility; it also creates real-life opportunities to coach direct reports to develop new skills. This module focuses on tips and techniques for effective coaching that drives performance as well as the accountability required for effective delegation.

Session Six- Inspiring Accountability & Teamwork – December 13, 2012

Based on Patrick Lencioni’s model of “The Five Dysfunctions of a Team” - this module switches the focus from self to others and from building not only productive teams but healthy teams. As a leader, there are at least two teams; one of which to lead, and one of which to be a member. The leader’s role in building a great team is twofold; to model the desired behavior, and to set up a structure to facilitate effective team behavior.

**The Summer 2012 Co-hort of the Leadership Certificate
Program begins in July 2012**

Space is limited – Contact Kristi Dinsmore to reserve your seat!

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