

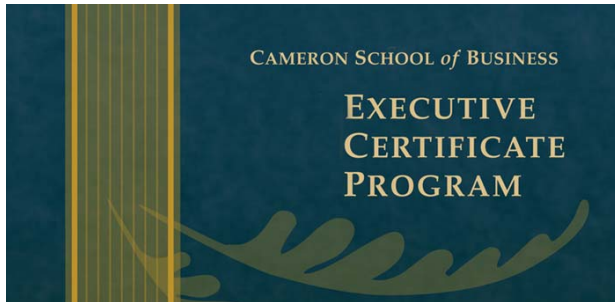
## **Management and Leadership - Module Overview**

Effective leaders in today's companies accomplish two things. They deliver results and build capability. This management and leadership program is designed to give managers and executives both a broad perspective on the current thinking and practices used by successful leaders and specific practical tools that can be applied to real situations they face each day. Participants are encouraged to become highly involved. Using their experiences as a "springboard," approaches discussed in the program will be applied to resolve issues in positive and productive ways that will drive bottom line results. These tools can be applied to support increased collaboration throughout the department, business unit, and organization. Issues related to both profit and not for profit organizations will be discussed.

## **Management and Leadership - Learning Objectives**

Upon satisfactory completion of this program, participants will:

- Clearly describe the difference between management and leadership
- Be able to discuss a minimum of two approaches to current thinking and practices of successful managers and leaders
- Identify their individual behavior style and its impact on their leadership approach.
- Define the key components in successful job performance including competency and commitment and apply to talent development in their group
- Define the four stages of career development and the behaviors that provide value added performance to the organization
- Apply the concepts of "Situational Leadership" to practical situations and the development of direct reports and teams.



### **Management and Leadership - Module Topics**

- Organizational strategy and leadership; the relationship
- Using strategic thinking in day to day operations
- Management vs. leadership; similarities and differences
- Leadership that gets results; combining personal style and emotional intelligence to provide great leadership
- Understanding individual behavioral styles and how to work with each
- The four stages of career development adding value to the organization
- Situational leadership-managing capability for results
- Practical application of leadership principles
- Summary and action planning