



PROGRAM OVERVIEW

Within large organizations, visionary leadership and its execution is not limited to just the top layer of leaders. Middle level managers (managers who manage managers) play a critical role in the performance of organizations. Not only do they work with executives to shape the agency's vision and agenda, they help make it happen by ensuring accountability systems are in place, allocating resources to reflect priorities, building coalitions through persuasive communications, and implementing large change initiatives.

PROGRAM CURRICULUM

The program curriculum is designed to help mid-level managers develop the skills needed to lead high performance organizations. These skills will ensure that our leadership community is principle-centered, customer-focused, and results-driven. Participants will examine the following skills.

- Developing Organizational Vision
- Creating High Performance Organizations
- Managing Change Initiatives
- Leveraging Power & Influence
- Communicating Effectively
- Strengthening Leadership Styles
- Managing Meetings
- Project: Organizational Development Plan

PROGRAM FEATURES

This 6-day program will include a participative , high-energy style that will include a variety of exercises that help apply the material and discovery tools, including the following.

- Multi-rater (360 degree) instrument
- Leadership Practices Inventory Assessment

Education credits are available to program participants.

LEADING ORGANIZATIONS

Implementing change, getting results

TARGETED PARTICIPANTS

The “Leading Organizations” program is designed for mid-level leaders who are leading larger organizational units.

PROGRAM BENEFITS

During their participation in this program, mid-level leaders will consider the strategic challenges facing their agency and select one agency problem as the basis of a development project. The program will guide participants through several learning topics that will support the successful implementation of their projects, including:

- developing a vision and think strategically in an organizational environment
- improving communication and presentation skills to become more effective and persuasive communicators in all levels of the organization,
- learning effective ways to exercise appropriate power and influence to build consensus for the agenda,
- developing change management skills to ensure the agenda is accomplished with the greatest support and least resistance,
- building a strong business case through project management skills,
- considering new problem solving skills necessary to overcome hurdles and obstacles to implementing the agenda,
- developing a management team that works effectively and successfully,
- managing meetings effectively
- Expanding their personal leadership styles, and
- Network with leaders from other agencies to create relationships that will expand their perspectives and support their growth and agency success.