



Leadership Program – Phase 1

This leadership program consists of five, one-day sessions, conducted every other week. The courses help participants understand and develop the leadership skills needed to succeed in business today. Participants learn the full range of important leadership competencies, including: developing high performance teams, selecting a leadership style appropriate to the situation, resolving conflicts and effectively communicating. A strong theoretical framework is taught with key models practiced during the sessions. A variety of activities, assessments and initiatives are used in each session to fully engage everyone in the learning process. This course uses a highly interactive teaching style, combining discussions of relevant theory with practical psychological assessments, practice simulations and team initiatives to create a rich and engaging learning environment.

Overall Program Objectives:

- To nurture and reinforce great leadership behaviors and skills
- To provide structure and strategies for building high performance teams and organizations
- To develop strong conflict management skills
- To develop effective communication skills
- To develop strong, basic leadership skills, including theories of situational leadership and empowerment

Content:

- **Session 1 - Building a High Performance Team:** using classroom discussions and team initiatives, the stages of team development, building trust-based relationships, how to develop teamwork and engage teams to achieve maximum results are taught
- **Session 2/3 - Leading Great Teams (2 sessions):** using classroom discussions and team initiatives, various styles and approaches to leadership are learned and practiced, including Situational Leadership and Empowerment
- **Session 4 - Conflict Resolution:** using classroom discussions and practice activities, the causes of conflict and strategies for dealing successfully with a wide-range of conflict situations are presented and experimented with
- **Session 5 - Communication Skills:** using classroom discussion and real situations, the best approaches to communication – listening and asking great questions – are practiced and learned