



## Leadership Program - Phase 2

This leadership program consists of five, one-day sessions, conducted every other week. The courses help participants understand and develop the additional advanced leadership skills needed to succeed in business today. Participants learn important leadership competencies, including: coaching individuals to achieve their potential, managing change at the personal and organizational level, delivering effective performance feedback and creating personal and organizational accountability. 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.

### Program Objectives:

- To nurture and reinforce great leadership behaviors and skills
- To develop strong change leadership skills
- To develop effective coaching skills
- To improve performance feedback skills
- To maximize personal and organizational accountability

### Content:

- **Session 1 - Leader as Coach:** using classroom discussions and actual coaching sessions, an effective approach to coaching team members is practiced
- **Session 2/3 - Change Skills & Tools (2 sessions):** using classroom discussion and real change situations, the impact of change is explored and useful change tools are learned
- **Session 4 - Performance Feedback:** using classroom discussions and actual practice situations, the various types of performance feedback are practiced
- **Session 5 - Accountable Leadership:** using classroom discussions and actual practice situations, personal and team accountability are explored