**LEADERSHIP 2.0 CURRICULUM**

The program will begin in September 2015 with a one and one half day retreat. Subsequent courses will occur once per month ending in March of 2016 with the final course and graduation. **Note**: There will be no course conducted in December.

**Course Content:**

**September 2015** – Retreat (1 ½ days)

**Curriculum –**

***“Know Yourself (Your Leadership Style)”*** – **Leadership Assessment**. Self-assessment of all participants and discussion on leadership styles and case studies of successful and unsuccessful leadership.

**Activities** –

**Day #1:**

* Instructor will utilize a self-assessment tool. Participants will complete the assessment and score their results.
* The instructor will conduct a discussion on interpretation of the results and review of different leadership styles and the implication of those styles as they relate to success within a company, and management of employees. (Company cultures, team membership and leadership, etc.)

**Day #2:**

* Discussion by U of M academic Leadership professionals on leadership successes and failures. Instructor(s) will give example’s/case studies of successful and failed leadership and what lead to the outcomes. **Note:** Possible use of an experiential exercise to start the day with the objective of summarizing lesson learned from day #1 and demonstrating how leadership styles affect success of the organization.

**Learnings:**

* Participants will learn about their individual leadership style.
* Participants will learn about leadership styles at example companies.
* Participants will learn about how company cultures, businesses, economic circumstances and employee populations affect require particular leadership styles and/or need to utilize specific leadership styles.

**October 2015 -**

**Curriculum -**

***“Know Your Talent”*** – **Assessment of Talent.** Assessment oftalent to maximize effectiveness realized by getting people into right jobs. Discussion on position competencies, leadership potential for future higher level work, readiness for next level positions, and succession planning.

**Activities –**

* Overview of an integrated talent management process – its components and integration of those components.
* Tools for assessing position competencies and assessing talent (including potential and readiness)
* Talent assessment exercise.

**Learnings:**

* Participants will learn about what the typical components are of an integrated talent management process.
* Participants will learn about position competencies, competency assessment process, receive tools to conduct assessments, and practice conducting an assessment.

**November 2015 -**

**Curriculum -**

***“Know Your Talent”*** – **Leadership and Leadership Development**. How to develop leadership skills and effective leadership. Preparation of personnel for future leadership positions/roles. Getting employees in the pipeline to meet future strategic planning needs. Tools and strategies to develop talent and build bench strength.

**Activities –**

* Discussion and examples of processes and strategies to effectively develop employees and prepare them for next level up work and positions. Use of developmental experiences such as action learning, cross training, job rotation, mentoring, coaching, etc.
* Discussion on effective training. Various training modalities, LMS systems, etc.
* Exercise on development of position competencies.

**Learnings:**

* Participants will learn about the subtle and not so subtle differences between training, development, and education.
* Participants will learn about various training and development techniques/modalities.
* Participants will learn about learning styles and a very brief overview about learning disabilities and how to effectively provide effective learning experiences to enhance learning and retention.

**January 2016:**

**Curriculum -**

***“Know Your Talent”*** – **Performance Management**. Integration of annual performance goals with the organization’s strategic plan. Differentiating annual performance goals from positional competency development goals.

**Activities –**

* Discussion on strategic planning and setting of goals/objectives for each management level and/or position based on the strategic plan. Cascading goals/objectives and transparency in goals/objectives for positions.
* Discussion on performance management. Performance reviews, and tie-in with compensation/rewards. Tools available.
* Exercise on setting performance goals on organizational strategic plan.

**Learnings:**

* Participants will learn about the basics of strategic planning and its integration with employees’ annual goals and objectives.
* Participants will learn about getting managers and employees on the “same page” with cascading goals and objectives and transparency in goals and objectives emanating from the top.
* Participants will learn the key differences between annual goals/objectives and annual performance goals/objectives.
* Participants will learn about conducting effective performance reviews and rewards for good performance and effective actions to address subpar performance.

**February 2016 -**

**Curriculum -**

***“You as a Leader”*** – **Crisis Management and Change Management**. Leading and promoting successful change within the organization in response to external and internal conditions and pro-actively to create/maintain a dynamic organization.

**Activities –**

* Discussion on what constitutes crisis management and change management. Barriers often encountered, strategies to employ to bring about successful change, etc.
* Exercise with case studies.

**Learnings:**

* Participants will learn what “change management” is and entails.
* Participants will learn about strategies to bring about successful change within an organization.
* Participants will learn about strategies to accelerate successful change.

**March 2016 -**

**Curriculum -**

***“You as a Leader”*** – **Ethics and Integrity.**

**Activities –**

* Discussion on ethics and integrity within an organization and how leaders can/should impact these areas.
* Legal discussion on regulations and laws that impact most if not all organizations.

**Learnings:**

* Participants will learn about typical business processes that can be affected by poor ethics and integrity and the damage that can be incurred by a lack of ethical behavior and integrity.
* Participants will learn about how leaders and managers can instill and promote ethics and integrity on the job.

Graduation – Participants will graduate upon completion of this last course. Graduation ceremonies will occur toward the end of this final day.