

Senior Leadership Academy

Elevate senior, mid-level, and operational leaders to the top of their game!

Companies are only beginning to understand how essential strong mid-to-senior level leaders are for successful strategy execution. As the conduit between executives and frontline employees, these leaders are the “make it happen” people who turn organizational goals into reality. But with ever-increasing spans of control, fierce competition, and challenging economic realities, their jobs have gotten tougher – often overwhelming. In many cases these leaders are not prepared.

The Senior Leadership Academy develops stronger, more engaged leaders who can deliver an organization where it needs to go. Ten courses build skills and confidence in four critical areas: driving performance, managing horizontal integration, leading and developing talent, and making tough decisions. The development series offers case studies, discovery learning, self-insight tools, peer learning, and networking opportunities perfectly suited to the mid-to-senior level audience. As a result, the curriculum is highly relevant and immediately applicable back on the job.

Coursework Benefits

- Connects development to the business context to create real organizational impact.
- Builds highly capable leaders who can take your business where it needs to go.
- Fills your leadership pipeline with leaders ready for greater responsibility.
- Develops a high-performance culture that inspires your workforce to new heights.
- Increases engagement and retention of top performers by acknowledging their value and giving them the skills they can use today and throughout their careers.



-New Leadership Series –

**ON-SITE, CLIENT-SPECIFIC
SCHEDULING NOW AVAILABLE**

Visit

ReadyNowLeaders.com

For full course descriptions

800.748.8484

training@employersgroup.com

The Senior Leadership Academy has been designed for those leaders currently in operational, mid-to-senior level positions, and for those who may transition into these leadership roles. Relevant, engaging, and extraordinarily-focused on application, the ten learning experiences enable these leader to meet their mandate and drive the success of their organization. Choose the courses most relevant for your populations and business needs.

Coursework / Experiences

Coaching for High Performance: In this course, leaders develop multi-directional coaching skills and learn a proactive inquiry method for more effective development discussions. (4 hour course, plus 30 minutes of pre-work to evaluate one’s own coaching skills and identify a coaching opportunity to develop during the session.)

Cultivating Networks and Partnerships: Leaders learn how to build strategic partnerships, leverage networks, and evaluate their current alliances to close gaps in knowledge and perspectives. (8 hour course, plus 40-50 minutes of pre-work to complete a networking self-assessment, begin completing a Networking Strategy Tool, and determine a partnership opportunity to develop during the session.)

Developing Organizational Talent: Leaders learn to define their current state of team development, as well as the ideal, future state, by pinpointing team and individual strengths and growth needs. They will also understand how to identify and develop high potentials for future leadership roles, assess the impact and effectiveness of development efforts, and provide feedback. (4 hour course, plus 40 minutes of pre-work to review their role as developers of organizational talent, read a case study, and complete a self assessment.)

Instilling a Culture of Innovation: Participants examine their role along with the leadership behaviors that foster a culture of sustainable, value-added creativity. (4 hour course, plus 10 minutes of pre-work to complete an index around the challenges to innovation.)

Influencing Organizational Impact: Leaders who manage cross-functional teams must hone their powers of persuasion, if they wish to lead colleagues outside their reporting structure. Here, leaders create an influence strategy to communicate their ideas and recommendations and drive change that will have a positive impact on individual, team, and organizational performance. (4 hour course, plus 45 minutes of per-work to read a case study and identify an influence opportunity to develop during the workshop.)

Continued

Senior Leadership Academy

Coursework

Continued from reverse side

Leading with a Global Perspective: Leaders develop a long-term strategy for leading in a global environment, with careful consideration of how their own leadership skills and cultural orientations will play out across geography's, people/cultures, and business conditions. The course enhances global acumen and perspective. (8 hour course, plus 60-90 minutes of pre-work to complete a self-assessment, read a case study to be used during the workshop, and identify a personal situation to explore during the workshop.)

Making Change Happen: We hold leaders responsible for the "breakthrough" that will catapult the business forward despite increasing competition and other barriers to success – but without helping them with the HOWs. This course teaches the nuts and bolts of driving change – how to manage stakeholders' viewpoints, communication, and buy-in. (4 hour course, plus 15 minutes of pre-work to identify a change initiative.)

Mastering Decision Dynamics: Leaders learn a decision-making discipline that sorts through the complexity to manage complex dynamics and overcome the forces both with themselves and across their organization that can compromise their decision-making quality. (4 hour course, plus 45-60 minutes of pre-work to conduct a discussion with managers of their decision-making styles and track record and also to identify an important business decision they will analyze during the session.)

Mastering Emotional Intelligence (EQ): Leaders cannot do it alone. They need to understand growing their own emotional intelligence contributes to improved performance for their teams, their partnerships, and their organization. Leaders learn to prevent the emotional hijacking that can interfere with personal intentions and organizational outcomes. (4 hour course, plus 30-40 minutes of pre-work to identify an issue involving someone whose view differs from their own. They read about the Key Principles and complete the Index for Emotional Intelligence.) Note: This course is relevant for any leader.

Translating Strategy into Results: Leaders discover how to engage themselves and their teams, and overcome the challenges that interfere with strategy success. (8 hour course, plus 60 minutes of pre-work to complete the Strategic Focus Analysis. Participants are also asked to bring their performance plans to the session.)

FULL COURSE DESCRIPTIONS, go to www.ReadyNowLeaders.com OR CONTACT training@employersgroup.com

Preliminary Details

On-Site Delivery. All modules are now available for on-site delivery. State funding may be available to off-set the delivery fees.

Open Enrollment. In fall 2017, modules from this program will be available as a public / open enrollment-style workshop in El Segundo. Individuals will be able to register for all, one or more sessions. State funding may be available to partially off-set the registration fee. Due to the advanced nature of this program, participants must have solid inventory of interpersonal / leadership skills; otherwise, it is suggested that individuals matriculate through appropriate content available in the Leadership Academy. Please note that each module requires between 15 to 90 minutes of course preparation (pre-work), which participants must complete in advance (see individual course descriptions for more details.) To be added to an interest list for open-enrollment courses, please email us.

All modules within the Senior Leadership Academy align with the research, methodologies, and immediate on-the-job application as the Leadership and Team Member Academy core and elective courses. This top-down strategy provides a comprehensive solution for your entire organization and its development needs.

Now Available for On-Site Delivery

Public Event Schedule & Registration Fees
Available Summer 2017

ReadyNowLeaders.com

State Funding May Be Available to Off-Set
Fees

800.748.8484

training@employersgroup.com

