

Advanced Leadership Certificate

The Enabling Leader

Course Outline:

- Empowering Others to Perform
- Enlisting the Help You Need
- Fostering Collaboration
- Developing Critical Thinkers

Course Summary:

This course will also assist you in discovering common aspirations, improving your interpersonal skills, communicating your passion, and making your vision tangible. You will understand the importance of developing shared goals and integrative solutions while building relationships based on trust. Finally, you will discover how you, as a leader, can foster critical-thinking skills in your employees. You will discover how to get people to challenge their assumptions, and you will learn methods you and your employees can use to imagine and explore alternatives.

Course Objectives:

Empowering Others to Perform: Recognize the importance of empowering their employees by giving them power, choices, development opportunities and noticeable recognition; Identify methods for making employees feel powerful; Choose options for increasing choices for your employees; Outline the process for developing competence among employees; Select methods of offering visible support to organizational members.

Enlisting the help you need: Recognize the benefit of making leadership a two-way communication process that enlists the help needed; Identify employees common aspirations; List the interpersonal skills necessary to enlist the help you need; Define what it takes to demonstrate personal conviction; Identify elements that can make a vision tangible for people.

Fostering Collaboration: Recognize the value of fostering collaboration through the development of shared goals, integrative solutions and trust; Identify how to use the we-philosophy to foster collaboration; Outline the process for developing shared goals when collaborating; Identify how to explore integrative solutions; Select situations that foster the development of trust.

Developing Critical Thinkers: Recognize the value of developing critical thinkers through challenging assumptions and imagining alternatives; Outline the strategies for encouraging critical thinking among employees; Identify ways in which leaders can assist employees in

challenging their assumptions; List alternative ways of thinking that create imaginative alternatives; Identify the steps involved in facilitating critical thinking.