The Successful Manager’s Leadership Program

The College of Continuing Education, and
Korn Ferry Hay Group
The purpose of this program is to equip managers with essential insights, knowledge, and skills to directly improve leadership effectiveness.
Target Audience

• Managers and supervisors who want to learn real-world skills and tactics that will help them become more effective.

• Mid-level managers and supervisors who have recently been promoted into their current position.

• Departments and organizations who want build competitive advantage through effective leadership.
Overall Program Structure

This program is aligned to the University of Minnesota’s newly created leadership competency model researched by the Office of Human Resources:

- **Accountability Leadership**: Define your guiding principles and personal values that shape your leadership priorities and practices.
- **Vision Leadership**: Build your capability to think strategically and innovatively to meet the challenges of leading in a complex environment.
- **Results Leadership**: Set high standards and build realistic plans to achieve results.
- **Engagement & Collaboration Leadership**: Build interpersonal relationships and foster teamwork and collaboration for leadership success.
Leadership Success Factors

MID-LEVEL LEADER

- Innovate
- Drives Efficiency
- Thinks Strategically
- Aligns Resources
- Selects and Develops Talent
- Motivates and Inspires Others
- Builds Relationships
- Collaborates
- ACCOUNTABILITY
- RESULTS
- ENGAGEMENT
- Is Resilient and Courageous
- Operates with Integrity
Accountability Leadership Objectives

• Identify the characteristics of effective leadership.
• Compare the roles and responsibilities for a leader versus a manager.
• Receive 360° feedback identifying leadership strengths and development needs.
• Coach and receive coaching from peers and fellow participants.
• Clarify the personal values and motives that impact leadership behavior.
Vision Leadership Objectives

• Think strategically and leverage your competitive advantage.
• Plan and align your team/department strategies and tactics with the organization’s vision and strategies.
• Analyze issues and make sound decisions.
Results Leadership Objectives

• Create an environment that fosters creativity, innovation, and risk-taking.
• Manage change to achieve results.
• Build realistic plans and manage execution.
• Show drive and initiative.
Engagement and Collaboration
Leadership Objectives

• Use appropriate strategies to influence, engage and inspire commitment from others.
• Lead a high-performing team by promoting collaboration and teamwork.
• Coach and develop others to promote continuous development.
## Agenda Overview

<table>
<thead>
<tr>
<th>Day 1</th>
<th>Day 2</th>
<th>Day 3</th>
<th>Day 4</th>
<th>Day 5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>KICK-OFF</strong>&lt;br&gt;Welcome and Introductions&lt;br&gt;What is Leadership?&lt;br&gt;Effective Leadership&lt;br&gt;ACCOUNTABILITY LEADERSHIP&lt;br&gt;Peer Coaching Assignments&lt;br&gt;Personal Motives</td>
<td><strong>RESULTS LEADERSHIP</strong>&lt;br&gt;Leverage Innovation VISION LEADERSHIP&lt;br&gt;Act Strategically&lt;br&gt;Analyze Issues&lt;br&gt;Make Sound Decisions&lt;br&gt;End of Part 1</td>
<td><strong>ACCOUNTABILITY LEADERSHIP</strong>&lt;br&gt;360° Assessment Feedback&lt;br&gt;RESULTS LEADERSHIP&lt;br&gt;Manage Change&lt;br&gt;Manage Execution&lt;br&gt;Build Realistic Plans</td>
<td><strong>ENGAGEMENT &amp; COLLABORATION LEADERSHIP</strong>&lt;br&gt;Influence Others&lt;br&gt;Engage and Inspire&lt;br&gt;Promote Collaboration and Teamwork&lt;br&gt;Coach and Develop Others – part 1</td>
<td><strong>ENGAGEMENT &amp; COLLABORATION LEADERSHIP</strong>&lt;br&gt;Coach and Develop Others – part 2&lt;br&gt;<strong>ACTION PLANNING</strong>&lt;br&gt;Learning Teams Coaching&lt;br&gt;Commitment to Action&lt;br&gt;Program Close</td>
</tr>
</tbody>
</table>

1 month break
Agenda Overview

The modules are:

1. Introduction and kick-off
2. Personal Motives and Peer Coaching
3. Leverage Innovation
4. Analyze Issues; Make Sound Decisions
5. 360° Feedback Assessment Results
6. Manage Change; Manage Execution
7. Influence Others; Engage & Inspire
8. Promote Teamwork; Coaching part 1
9. Coaching part 2
Key Features of the Program

- Insights – 360° view of your leadership skills.
- Targeted modules on the most critical leadership skills identified through extensive PDI research.
- Integrated, modular approach to enhance program flow and understanding.
- Wide variety of interactive and experiential learning techniques that appeal to different learning styles.
- Many opportunities for practice, skill-building and application back to work.
- Action planning during and at the end of the program to provide concrete ways for leaders to plan and implement their leadership priorities.
New 6th Edition
FYI, For Your Improvement

The NEW FYI® for your improvement is an easy-to-use competencies development guide based on Korn Ferry Hay Group’s Leadership Architect™ Global Competency Framework. Each chapter is dedicated to one of the 38 Korn Ferry Hay Group Leadership Architect™ competencies, as well as 10 career stallers and stoppers. In these chapters you’ll find:

• Definitions – of the competencies.
• Context – gives you the lay of the land. The context reviews the general case for the competency, how it operates, and why it's important.
• Quotes – to inspire and give food for thought.
• Development tips – suggested readings, deep dive learning links and recommended search terms.
• And much, much more.
Program Design Philosophy

- **Insight**: Create awareness and insight
- **Motivation**: Build motivation for change
- **Capabilities**: Learn skills, tactics, and strategies
- **Real-World Practice**: Practice skills (back-home application)
- **Accountability**: Commitment to action and ongoing development
Design Philosophy cont.

• Realistic and challenging case studies and skills exercises.
• Opportunities for participants to analyze their real-world situations.
• Research-based models, techniques and tools.
• Adults learning strategies that ensure maximum comprehension and on-the-job application.
Program Dates

Dates:
Spring 2016: TW, May 3 & 4 and TWTh, June 14, 15, & 16

Fall 2016: TW, Oct. 4 & 5 and TWTh, Nov. 15, 16, & 17

Times:
8:30 a.m. – 4:30 p.m.

Location: Continuing Education Conference Center
University of Minnesota – St. Paul Campus
For More Information

• www.cce.umn.edu/successfulmanager

• College of Continuing Education Information Center:
  – Phone: 612-624-4000
  – Hours: Monday through Thursday 8 a.m. to 5 p.m. and Friday 8 a.m. to 4:30 p.m.