

September 2021

HIGH PERFORMANCE LEADERSHIP

ICMA

Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial or market-based reasons for change and drive toward breakthrough results.

Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between business divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

Course 4: Leading High Performance Teams

This closing course focuses on measures, metrics, and practices used across the enterprise to achieve high performance. Participants learn that business results – values and benefits – may differ from one company to the next and even from department to department within a single company, but the consistent variable is It's All About People.

COURSE 1: September 12th – October 7th

Module 1: Your Leadership Mindset

Module 2: Your Potential as a Positive Leader

Module 3: Positive Leadership and Your Team:
Empowerment & Engagement

Module 4: Leadership Rules and Your Oath

Break Week: October 10th – October 14th

COURSE 2: October 17th – November 11th

Module 1: The Process of Change: Planning

Module 2: The Process of Change: Executing

Module 3: The Process of Change: Sustaining

Module 4: Leadership Rules and Your Oath

COURSE 3: November 14th – December 9th

Module 1: Speaking the Language of Business

Break Week: November 21st – November 25th

Module 2: Positive Communications

Module 3: Mutual Gains Approach

COURSE 4: December 12th – December 16th

Module 1: It's All About People

Graduation: December 16th

