

Upward Leadership

Course Description:

This interactive, reality-based beginning leadership course is a fast moving course designed to help leaders develop a personal leadership philosophy and learn basics about leading change and developing high performing teams.

Many people in leadership positions, especially new supervisors, have not taken time to develop a personal leadership philosophy. The first day of this class is designed to lead participants through a variety of activities that highlight different aspects of being a leader. One example is an activity where each writes a job description for a “leader” requiring them to articulate skills, knowledge and abilities they believe a leader should possess.

Prior to the course, participants complete an on-line DiSC Behavioral Profile and review a customized report. During the course, behavioral styles are discussed. A reflective time allows participants to think about the strengths and challenges of their respective personal style. The goal of this portion is to help leaders see the benefits that different styles contribute and how they might better work with people whose styles are different than theirs.

The morning of the second day introduces important elements of leading change. Key topics include:

- Stages of the Transition Cycle
- Building Commitment for Change

In the afternoon, the topic shifts to developing high performing teams. Key aspects include:

- Characteristics of High Performing Teams
- Stages of Team Development
- Examining a California Team Excellence Gold Metal Winning Co.

Course Objectives:

- A. Utilizing the DiSC, learners will identify their dominant behavior style and identify at least three things they can do to better communicate with individuals of a different behavior style.
- B. Learners, when reflecting on their leadership philosophy as compared to those of other successful leaders, learners will identify at least four steps they can take to improve their ability to lead.
- C. In small groups, learners will take the Stages of Transition Cycle Quiz and successfully pass it with a score of at least 70%.

- D. Develop familiarity with a 5-step process to build commitment for change.
- E. Develop familiarity with a 5-step process to deal with resistance.
- F. Given a case study about teams, learners, using the small group process, will identify at least four key characteristics of successful teams.

Participant Comments:

“I would recommend this class to others because it really stimulated me to look at my style of leadership and identify areas of weakness.” Gary

“The thing that helped me most was understanding that people resist change for a variety of reasons and not just because they want to be difficult.” Shelly

“I would recommend this class because it provides tools to improve yourself as a leader and others around you.” Norm

“The thing that helped me most was the emphasis on how we need to care about the workforce if we expect to succeed.” Linda

“I would recommend this class to others because Merle has a lot of energy and enthusiasm. You’ll be forced to think and participate throughout the course.” Mark