



# Enhance the Leader Within

A Program for New and Aspiring Leaders

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# Introduction

This program was designed for new or aspiring leaders and leaders committed to the work necessary to examine and modify their leadership style. This program was developed to support success as a leader by enhancing competency and competence in five key leadership areas. Additionally, the curriculum offers an opportunity to practice these competencies in context of a sixth area, conflict resolution.

**Organizational Awareness-** Defining Organizational Culture; Influencing Culture; Working with peers, subordinates and superiors; Aligning and Influencing Organizational Mission, Vision and Strategy

**Self-Awareness-** Understanding and leveraging your personal brand; Understanding your conflict style; your vision and values; your leadership philosophy; Self- Care and Self-Reflection

**Awareness of Others-** Leading and Managing Diversity; Engaging your workforce; Emotional Intelligence and Management; Building and supporting effective teams

**Collaboration-** Communicating effectively with all levels of the organization; Change Management; Understanding and managing conflict; Effective collaboration

**Communication and Feedback-** Collecting and acting on feedback; Understanding positionality; adapting your nature for your organization's culture; your communication style

**Conflict Resolution-** Putting this all into practice; Managing Conflict with Ease; adjusting your natural style to resolve conflict; conflict awareness

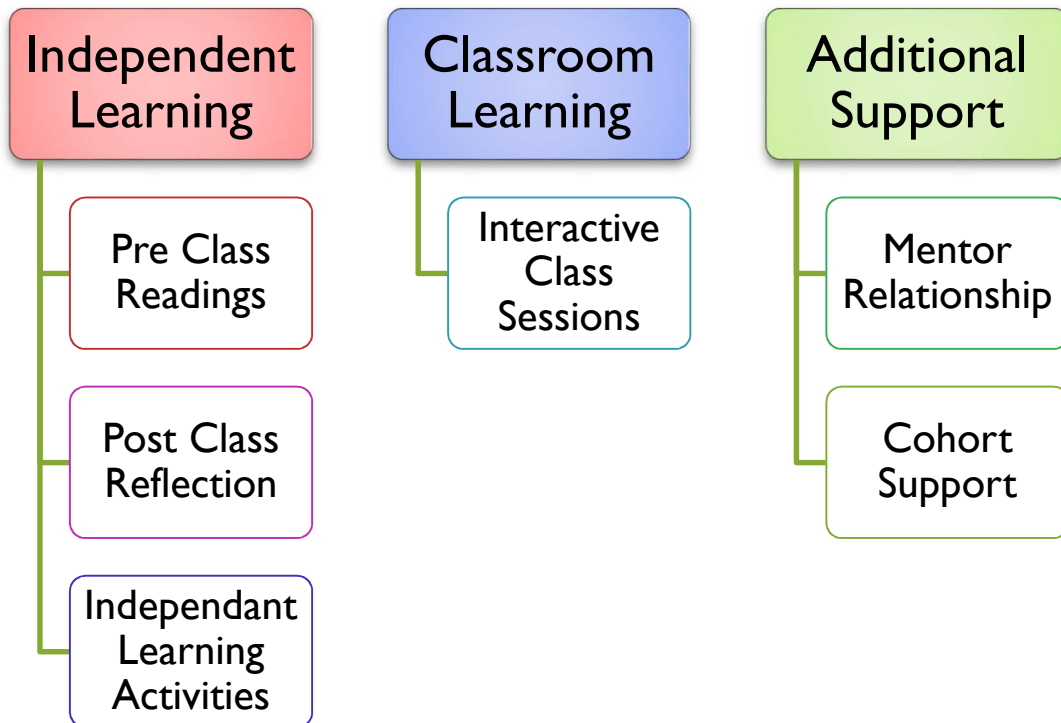
## The Model



## How this program is designed

Throughout this program participants have the opportunity to engage with the material in a variety of ways. Individual sessions are designed as a combination of instructor lead experiences and independent learning exercises.

Additionally, this model focuses heavily on cohort support and a mentor relationship to enhance learning during and after the program.



# Preparing to Begin

Participants should complete three tasks prior to their first session. These tasks support and enhance learning by the setting goals related to growth and development.



- **Self-Assessment-** Complete the self-assessment included with the curriculum.
- **Goal Setting-** Use the results of the self-assessment and conversations with others as a starting point for the development of personal goals.
- **Finding your Mentor-** Identify potential mentors and have a conversation with at least one person who might serve as a mentor.