

Syllabus

Executive Certificate of Leadership Program

(Leadership Principles)

The Certificate of Leadership program is designed to help individuals thrive as leaders, unleash the capabilities of others, and cultivate high-performing teams. This course leverages self-assessments, 360° feedback from colleagues, and the perspectives of fellow learners to help participants build greater self-awareness and enhance the versatility of their leadership style and approach. Through multimedia case studies and interviews with experts, participants in this program will experience wide-ranging leadership challenges and develop the skills needed to address different situations capably and authentically.

Prework		In the first two weeks after the course start date, complete self-assessment as part of 360° Emotional and Social Competency Inventory and ask colleagues, managers, and/or direct reports to rate you on dimensions of emotional and social intelligence	
Modules	Leaders Interviewed	Takeaways	Key Exercises
Module 1	Taking Charge	<ul style="list-style-type: none"> Appreciate how the work of leadership is different in supporting, driving, and guiding others See how a leader's self-perception and mindset must change in order to bring out the best in others Understand the importance of emotional intelligence in transitioning to a leadership position 	<ul style="list-style-type: none"> Build a foundation of self-awareness through 360° assessment (Emotional Social Competency Inventory) Video upload: Record yourself reacting to leadership scenarios
Module 2	Leading Your Team	<ul style="list-style-type: none"> Learn dashboard indicators of team effectiveness Explore how to manage the conditions that drive team performance through team purpose, composition, processes, and launch 	<ul style="list-style-type: none"> N/A
Module 3	Unleashing Potential in Yourself and Others	<ul style="list-style-type: none"> Understand the dimensions, functions, and drives of your leadership style and how to apply or expand it to meet specific challenges Learn how to motivate and equip your team and unleash each individual's unique talents 	<ul style="list-style-type: none"> Explore the internal drivers of your motivations as a leader through the Personal Values Questionnaire self-assessment Video upload: Deepen your understanding of how others experience you as a leader through recording yourself and learning from the peer assessment exercise
Module 4	Your Network	<ul style="list-style-type: none"> Learn techniques for coaching and delivering feedback and how to influence with and without authority Learn how to leverage strategic, operational, and developmental networks, and explore ways to expand and develop them Explore avenues for managing the stress of leadership 	<ul style="list-style-type: none"> Video upload: Practice giving feedback and coaching, and apply dimensions of leadership style to evaluate effectiveness Create a diagram of your professional network in order to visualize, reflect on, and better utilize professional relationships Reflect on what you've learned throughout the course, and consider your personal leadership development plan

Learning requirements: In order to earn a Certificate of Completion, participants must thoughtfully complete all modules (Prework and Modules 1-4) by stated deadlines.