

CENTER FOR LEADERSHIP & CHARACTER

Tailored, Integrated SOLUTIONS for Leader, Leadership & Organizational Development

ORGANIZATIONAL APPROACH

Leverage internationally recognized scholars with senior leadership experience to develop customized, integrated products and services.

SYSTEMS ENHANCEMENT

Create integrated systems through assessment and process development enabling greater efficiency and higher performance.

CUSTOM 360 ASSESSMENTS

Deliver tailored Self and Peer Leadership & Character Assessment Program to cultivate leadership excellence and enhance team effectiveness within the organization.

ENHANCE CULTURE

Build culture and transform business environments using proven methods from experts with consulting experience in Fortune 500 companies.



Patrick J. Sweeney, Ph.D.,
Center Director
Colonel,
U.S. Army (retired)



Sean T. Hannah, Ph.D.
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Colonel,
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John J. Sumanth, Ph.D.
Assistant Professor of Management,
Center Associate

Center experts are experienced scholar and senior leadership practitioners with extensive military leadership experience including expertise in VUCA (Volatile, Uncertain, Complex, and Ambiguous) environments. Practical, evidence-based training includes 4 or 8 hour sessions.

Our world-class experts have delivered over 250 executive development programs with numerous Fortune 500 companies including IBM, GE, MetLife, USAA, Daiichi Sankyo, Mercedes Benz, Proctor & Gamble, 7-Eleven, Goldman Sachs, Kellogg's, Hewlett Packard, and others.

ETHICAL DECISION MAKING

Provide programs and tools to train leaders how to more effectively make ethical decisions.

ORGANIZATION- BASED RESEARCH

Capitalize on research opportunities with Center researchers who partner with School of Business faculty to publish cutting-edge research in the world's premiere journals.

ONLINE RESOURCE CENTER

Provide an array of self-service tools to enhance leadership and character development and encourage learning application.

FLEXIBLE DELIVERY

Engage leaders inside and outside the workplace via classroom and blended learning as well as on-demand mLearning and eLearning customized modules.



Innovative. Collaborative. Self-Sustaining Solutions.

For more information, contact the Center for Leadership & Character

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CENTER FOR LEADERSHIP & CHARACTER

Sample Areas of Expertise:

Developing the Bench of Leaders

- Leader Development Principles
- Creating Effective Leadership Development Systems
- Creating a Developmental Culture
- Coaching, Mentoring, and Performance Feedback
- Creating Effective Leadership Development Systems

High Impact Inspirational Leadership

- Inspiring Followers, Teams & Transformational Leadership
- Creating Shared Leadership Systems
- Effective use of Power and Influence
- Leadership vs. Management (Integrating & Synchronizing)
- Practices of Exemplary Leaders & Self-Assessments
- Building a High-Performance Culture and HR Systems

Ethical/Character-Based Leadership and Building Ethical Organizations

- Ethical Leadership: Getting Results with Integrity
- Authentic Leadership & Building Ethical Cultures
- Promoting a Values-Based Organization: Core Beliefs
- Establishing Effective Ethics Policies & Reporting Systems
- Leading Corporate Social Responsibility
- Leader Ethical Decision-Making and Action

Putting Ethical Decisions into Action

- Increase Self-Awareness of your Core Values and Beliefs
- Learn and Practice an Effective Moral Decision Framework
- Bolstering Moral Action: Character and Moral Potency
- Navigating the Moral Obligations to Multiple Stakeholders
- Enhancing Corporate Social Responsibility

Developing Highly Effective Teams

- Team Formation, Structure, Functioning, Decision Making
- Shared Leadership and Engaging Team Members
- Developing Clear and Compelling Team Goals
- Leading Teams through Performance Cycles
- Building Trust and Overcoming Common Dysfunctions
- Operating in VUCA (Volatile, Uncertain, Complex, Ambiguous) Environments

Developing Trust and Leader Credibility

- Three Key Components of Trust
- Establishing Leader Credibility and Trust
- Developing Trust Bonds & Restoring Lost Trust Bonds

Assuming the Mantle: Preparing to Step Into a New Leadership Position

- Establishing Yourself and your Vision and Values
- Steps for the Critical First 90 Days
- Building your Team and a Supporting Coalition

Creating a Learning Organization and Leading Change

- Single Comprehensive Process Model
- Multilevel Approach to Leading Learning Organizations
- Leader Actions to Enhance Knowledge Creation and Diffusion at Individual, Social Levels

Promoting Engagement and Upward-Downward Communication

- Promoting Follower Innovation, Creativity, and Voice
- Loose-Tight Leadership and Creating Adaptive Teams
- Increasing Intrinsic Motivation and Initiative
- Overcoming Obstacles to Upward and Downward Voice
- Aligning Messages across Organization Levels

Strategic Thinking and Strategy

- Design Thinking, Strategic Thinking and Wisdom
- Model for Strategy Formulation, Planning, and Execution
- Nesting Strategic, Operational, and Tactical Levels
- Uncovering and Leveraging Core Competencies
- Processes to Develop and Disseminate Strategic Visions

Adaptive Leadership: Leading in Uncertain and Complex Environments

- Applying Complexity Theory to Organization Leadership
- Principles of Adaptive Leadership
- Leading in Crisis & Preparing the Organization for VUCA (Volatility, Uncertainty, Complexity, and Ambiguity)

Building a World Class Culture

- Understanding the Layers and Components of Culture
- Embedding Effective Climates within Culture
- Transforming Culture through Leadership and Processes
- Advancing Focal Dimensions of Culture: High Performance, Ethical, Innovative, Safe, Diverse, etc.

Building and Leveraging Human, Social, and Psychological Capital

- Creating the Tripartite of Capital in Organizations
- Bolstering PsyCap: Hope, Optimism, Resiliency, Courage
- Leading in Symbolic, Structural and Human Domains
- Synergizing and Leveraging Capital to Fuel Performance

Business as a Noble Profession

- Explore the Concepts of the Nobility of and in Business
 - Tenets of Professions Applied to Participants' Businesses
 - Building a Professional Culture, Ethos, and Mindset
 - Developing and Certifying the Character and Competence of Professionals
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