**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.

**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.

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**Innovative. Collaborative. Self-Sustaining Solutions.**

For more information, contact the Center for Leadership & Character

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### 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 Goals
- 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