

## 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.



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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:

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### 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 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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