



CUSTOM SEMINAR - WORKSHOP SERIES

Sellinger Advanced Leadership Development Program

Howard County

This program is for professionals who aspire to positions of greater responsibility, accountability and organizational impact. Participants will enhance their leadership potential as they acquire skills to learn about themselves and how to positively influence others while solving problems, leading change, and maximizing their overall organizational effectiveness. This is a 5 module program that can be delivered in its entirety or selectively:

- **Module 1** - Leadership Foundations: What leaders need to Be, Know and Do
- **Module 2** - Self Awareness: Developing self, others and your personal leadership style
- **Module 3** - High Quality Relationships: Building collaborative and supportive relationships with employees and teams
- **Module 4** - Team Problem-Solving and Decision-Making: Lead problem-solving & decision-making teams
- **Module 5** - Transformative Change: Inspiring vision and organizational growth

KEY BENEFITS AND LEARNING OUTCOMES

Program Goal:

The Sellinger Advanced Leadership Development Program is designed to provide participants with the knowledge, tools and confidence to improve their daily leadership effectiveness while preparing them for advanced opportunities and expanded responsibilities.

Powerful Learning Outcomes:

Through a small-group, experiential and interactive five-module program, ALDP participants gain powerful learning outcomes and are able to:

- Develop personal leadership philosophy, style and methodology for getting things done
- Acquire effective coaching, counseling and mentoring techniques
- Facilitate dynamic teams and foster collaboration
- Diagnose and develop plan to remediate team dysfunction
- Cultivate ethical discernment, critical thinking and decision-making in the face of difficult choices
- Create comprehensive change management plan

DETAILS

SCHEDULE

Five modules April - June 2019

April 26, May 3, 17, 31, June 14

Sessions run 8:30 am - 3:30 pm on Fridays

PRICING

\$4,500 per participant.

Special pricing is available to companies that enroll multiple participants, as well as alumni and associates of Leadership Howard County and Leadership Essentials Howard County.

Professional leadership coaching is offered optionally to reinforce the program and accelerate individual and team growth.

LOCATION

Loyola University Maryland
Columbia Graduate Center
Room 272
8890 McGaw Road
Columbia, MD 21045

REGISTER

Online registration:
<https://bit.ly/2SxT2G1>



CONTACT

If interested, please contact:

Lori Fuchs
Program Manager Executive Education
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Additional contact information:

Gerri Leder
Business Development Partner
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The Loyola Difference: The Sellinger Advanced Leadership Development Program encourages learning within an action oriented environment that emphasizes personal values and ethical approaches to leadership and business decisions. Participants' leadership skills are developed in the distinct Loyola tradition: reflecting on personal experiences, discerning individual competencies, leading through inspiration, and focusing on action, so that participants develop a personal leadership philosophy, style and methodology.

PROGRAM OUTLINE

Participants begin with assessments of their leadership style and behavioral baseline, then build competencies and understand best practices through case discussion, role play and real world situations. Through analyzing leadership experiences from the Micro to the Macro levels, participant-leaders will hone their skills, values and confidence. The program weaves the ideals of developing an ethical culture and practicing social responsibility into each module.

Module 1 – Leadership Foundations: What leaders need to Be, Know, Do

Goal: Build a foundation on which to grow leadership talent.

Outcomes:

- Distinguish role emphasis of leaders and managers
- Evaluate important leadership attributes.
- "Be, Know, Do" what makes leaders outstanding.
- Rate personal power and ethical application.
- Demonstrate communications competency and active listening.

Module 2 – Self Awareness: Developing self, others and your personal leadership style

Goal: Understanding yourself and how to be an effective leader.

Outcomes:

- Compare individual leadership skills against those of proven leaders.
- Analyze situations then lead with confidence and style.
- Do the right things - ethics and values.
- Know thyself and be genuine.
- Demonstrate flexibility to meet the unique needs of followers

Module 3 – High Quality Relationships: Building collaborative and supportive relationships with employees and teams

Goal: Lead motivated and performance committed teams.

Outcomes:

- Select best fit and right skill-set team members.
- Address confusion and complexity through "process" awareness.
- Demonstrate skill and confidence leading and facilitating meetings and teams.
- Target and remediate dysfunction.
- Analyze personal values that influence an individual's motivation.
- Establish tactics for generational leadership

CERTIFICATE

Upon completion, participants are awarded a Certificate of Completion from the Executive Education Program at Loyola University Maryland.

Loyola University Maryland education programs have been approved for CPE credit by the Maryland State Board of Accounting. Participants in the program may submit for one CPE credit per training hour. If needed, participants may request a seminar content outline from the Executive Education Office by calling 410-617-2303 if/when additional information is required.

Comments from Leadership Seminar Participants:

"Great format, presentation of concepts and plenty of group discussion. The seminar provides real techniques and tools that can be applied to daily challenges."

- Chris Rahl

Attorney, Gordon Feinblatt LLC

"I appreciate that the seminar really encouraged me to think about myself - how I make decisions, what my leadership style is, and what my own core values are. I think being more self-aware will make me a better leader."

- Todd Studeny

Director of Finance, Health Care for the Homeless

"The seminar allowed me to recognize and appreciate my core values as a leader. I better understand how to handle challenging situations which will aid in my growth not only professional but personally."

- Ashely Rende,

Account Executive,
Baltimore Business Journal



Module 4 – Team Problem Solving and Decision-Making: Leading problem-solving and decision-making teams

Goal: Lead problem-solving and decision making teams.

Outcomes:

- Empower teams to develop both the art and science of structured, timely problem solving.
- Develop skills using a toolbox of decision making and problem solving techniques.
- Evaluate each decision's ethical consequence and outcome.
- Encourage innovative thinking.
- Build organizational consensus.

Module 5 – Transformative Change: Inspiring vision and organizational growth

Goal: Develop the confidence to initiate and the passion to navigate complexity of change.

Outcomes:

- Leading individual change:
 - o Be the role model.
 - o Confront challenges and resolve conflicts.
 - o Coach, counsel and mentor others to excellence.
- Leading organizational change:
 - o Implement a multi-stage change process
 - o Inspire vision commitments.
 - o Create your legacy - change the story, change the culture.

LEADERSHIP CURRICULUM ELEMENTS OF ENGAGEMENT

Lecture: Minimized to emphasize participant interaction

Practical Scenarios and Case Discussions: Situational leadership scenarios with role playing

Story Telling: Focus on “real world” experiences

Video Clips: Illustrate and emphasize principles

Historical Leader Analysis: Illustrate the Good / Bad / Ugly

Guest Speakers: Corporate, military, government, and community leaders

"Great experience. Such a worthwhile class that I would recommend to any of my colleagues interested in growth and self-improvement. The instructors were excellent!"

- Jackie Connor
Manager, Client Relations,
PSA Financial

"After attending the seminar I felt more self-aware and prepared in dealing with business decisions. Prior to this session I did not consciously consider strategy on a daily basis and will now make it part of my daily practice."

- Eric Fischer
RSM US LLP

"I appreciated the immediate and continued team interaction. The course presented subjects and case studies that I recommended for self-awareness and leadership training."

- Stephen Shutz
Brown Advisory

"My experience in the program has been informational and interactive. The material was detailed, well-presented, and relevant to different levels of leadership, personalities and styles. The instructors were knowledgeable, helpful, and very interactive."

-Aisah Scott
Organizational Effectiveness Consultant,
MECU



Instructor and Coach Bios



Colonel (Ret) **William "Randy" Everett** received his BA degree from Regents College of New York and a Masters of Arts in International Security and Civil-Military Relations from the Naval Post-Graduate School. He is currently employed by the Department of Defense at the US Army Research, Development and Engineering Command (RDECOM) and has extensive experience as a civil military consultant with subject matter expertise in leadership training, international relations, civil military cooperation experience, and operational planning. He has developed and supported the execution of strategic plans and associated leadership training for organizations at both the academic and operational levels. Randy is an Affiliate Instructor at Loyola University Maryland where he has taught International Business, Strategic Business Policy and Principles of Leadership.



Mark Jagger holds a Bachelors of Science Degree in Business Management from the University of Maryland and is a Certified Anti Money Laundering Specialist. He is a Master Instructor and Course Manager for the Department of Defense, Defense Intelligence Agency, Specialty Intelligence Analysis Branch at Joint Base Anacostia-Bolling, Washington, D.C.

In 2001 Mark retired as a MSG/E8, having served, with distinction, for 22- years with the U.S. Army, and full time with the Maryland Army National Guard. Post-retirement, Mark continued to work for the State of Maryland-Military Department as an Information Technology specialist, primarily responsible for payroll and state budgeting programs.



Michael J. Liebman received a Management degree from the University of Baltimore and an Applied Behavioral Science, Master of Science degree from The Johns Hopkins University. He worked as a process reengineering consultant and business manager for 10 years in financial, insurance, and university settings then went on to build a successful consulting practice specializing in leadership development, organizational change and incentive programs for both the public and private sectors. His leadership in employee incentives and Gainsharing has been recognized by The Harvard Kennedy School of Government and the Ford Foundation. Michael has trained over 19,000 employees and future business leaders. He is an adjunct faculty member at Loyola University Maryland and is Myers-Briggs qualified.



Jamie Nash is an Operations Manager at PSA Insurance and Financial Services. She is focused on spearheading internship, university, community outreach, and management training programs while managing the internal production team. Jamie utilizes Salesforce.com analytics to enhance department decisions and corporate strategy. She also oversees facilities management, vendor relationships and contracts, safety management, and active shooter training. Jamie is a Loyola ALDP alumna. Jamie is pursuing her MBA and is serving on the Meals on Wheels Resources Development Committee. She is the Director of LimeLight Field Hockey showcases and the COO of the United States Field Hockey Association.



Gary Slyman is an executive coach with over 35 years of experience as a proven leader. Gary assists his clients to increase their leadership capacity and to lead themselves and their organization with clarity. He earned a B.S. from the United States Naval Academy and Masters in Systems Engineering from the Naval Postgraduate School. An International Coach Federation Associate Certified Coach, he completed coach certification at Duquesne University, facilitation certification at Georgetown Institute for Transformational Leadership, and is certified in the EQi2.0 and Hogan assessments. Gary's clients include individual executives, Universities (Pittsburgh, Loyola, Maryland), Government Agencies (DoD, OPM, CBP), and private corporations.

