





## 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:
  - Be the role model.
  - Confront challenges and resolve conflicts.
  - Coach, counsel and mentor others to excellence.
- Leading organizational change:
  - Implement a multi-stage change process
  - Inspire vision commitments.
  - 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.



**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.

