



CUSTOM SEMINAR - WORKSHOP SERIES

Sellinger Advanced Leadership Development Program

Available for multiple management levels

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 and decision making teams
- **Module 5** - Transformative Change: Inspiring vision and organizational growth

KEY BENEFITS AND LEARNING OUTCOMES

Program Goal:

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

Powerful Learning Outcomes:

Through a small-group, experiential and interactive five-module program, ALDP participants will gain powerful learning outcomes and be 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

2019 SCHEDULE

Spring Session 1: March 21, 28, April 4, 11, 18

Spring Session 2: April 8, 9, 10, May 1, 2

Class time begins at 8:30 am and ends 4:30 pm

PRICING

\$4,975 per participant. Special group pricing is available to companies that enroll multiple participants.

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

LOCATION

Timonium Graduate Center
2034 Greenspring Drive Timonium, MD 21093

CONTACT

To set up a conference call or discovery meeting please contact the Sellinger School's Executive Education office at 410-617-2303 or call/email Director of Executive Education Scott Moores at 410-617-1616 or wsmoores@loyola.edu.



The Loyola Difference: The Sellinger Advanced Leadership Development Program encourages learning within an action oriented environment where personal values are emphasized and ethical approaches to leadership and business decisions are key. Participants' leadership skills will be 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.

INSTRUCTORS

Michael J. Liebman

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. Mr. Liebman has trained over 18,000 employees and future business leaders. He is an adjunct faculty member at Loyola University Maryland and is Myers-Briggs qualified.

William "Randy" Everett

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 DOD 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. Col (Ret) Everett is an Affiliate Instructor at Loyola University Maryland where he has taught International Business, Strategic Business Policy and Principles of Leadership.

PROGRAM OUTLINE

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

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 took the fundamentals of leadership and packaged it into a thoughtful tool that can be used in a practical manner in the workplace."

- Minh Nguyen,

HRMS Manager, Archdiocese of Baltimore



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

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

"The seminar was thoughtfully crafted and executed exploration into the topic at hand. The instructor used a creative approach and extensive experience to deliver on the goals of the class."

- Michael Bamonti

Loyola University Maryland

"After attending the seminar I felt more self-aware and prepared in dealing with business decisions. Prior to this session I would say 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 recommed for self-awareness and leadership training."

- Stephen Shutz

Brown Advisory

"The course was both challenging and inspiring. The professor pushed us to think outside of the box and to critically examine the culture, structure, and processes in our organization that not only support and fuel innovative ideas, but also effectively implement those ideas. I've already implemented some of the culture ideas and am looking forward to working with my team to implement an innovation strategy."

- Katlyn Sera

Associate Director of Strategic Marketing, Loyola University Maryland



Participant Testimonials

I learned so much about myself, my peers and leadership. I cannot wait to apply these exciting new skills at work as well as my personal life. We had so much fun learning and growing together as a team.

-Jamie Nash, Operations Manager, PSA Financial

The program challenged me to analyze myself as a leader. The constant group interactions were great. The instructors forced the team out of their comfort zones and allowed for honest, quality conversations. 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.

-Ashley Rende, Account Executive, Baltimore Business Journal

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

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.

-Aisha Scott, Organizational Effectiveness Consultant, MECU

The information provided during these sessions is helpful to me in my everyday routines. Understanding the influence you may have on others and that others are watching you as a leader may not be of your choosing (Be, Know, Do). How best to provide feedback and constructive ways to address problems will be helpful at work and at home. Not just leadership skills but life skills that can be used in many environments.

-Ed Paulsen, VP, Consulting Services, PSA Financial

Gave practical tools and techniques we can take back to the workplace.

-Casey Quinn, Associate Director of Employee Development, MECU



LOYOLA
UNIVERSITY MARYLAND

Sellinger
School of Business