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LEADERSHIP ELITE

➡ Leadership Development

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WHO SHOULD ATTEND?

LEADERSHIP ELITE is designed for experienced managers and leaders who want to sharpen their existing skills, discover new solutions to age-old problems, or who want a jolt of fresh enthusiasm at this point in their careers.

THE HIGHLIGHTS

LEADERSHIP ELITE is an exclusive and rich learning experience that utilizes Dr. Graham’s latest book, *HIGH PERFORMANCE Leadership Practices: How to Increase Performance while Reducing Stress*, based on 50 years of consulting experience.

The recommended leadership practices in this workshop are based on lessons learned in Dr. Graham’s five decades of leading, teaching, researching, writing and consulting.

You will take away knowledge of what effective leaders do, how they approach difficulties, and how they inspire others. Most importantly, you’ll understand an effective leader’s attitude and relationships with team members. Whether you’ve just landed a leadership role in your company or have been a leader for years, adopting these practices will make you a more effective leader and increase your team’s performance with less stress.



Center for Management Development



Substitutions/Cancellations/Reschedules: Substitutions are free and must be done prior to the start of the class or program. Cancellations or rescheduling must be received in writing and full refunds will be given up to four business days prior to the start of class. Any cancellation or reschedule submitted with three or less business days’ notice is subject to a \$35 charge on 1- or 2-day classes, and a \$75 charge on Certificate programs. No refunds after the first day of the class or program.

Wichita State University (WSU) does not discriminate in its employment practices, or in its educational programs or activities on the basis of age (40 years or older), ancestry, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran. WSU also prohibits retaliation against any person making a complaint of discrimination or against any person involved or participating in the investigation of any such allegation. Sexual misconduct, relationship violence, and stalking are forms of sex discrimination and are prohibited under Title IX of the Education Amendments Act of 1972, other federal law, and WSU policy. The following persons have been designated to handle inquiries regarding WSU’s non-discrimination policies: the Associate Vice President and University Title IX Coordinator (Telephone: (316) 978-3186), Office of Civil Rights, Title IX & ADA Compliance. For inquiries, please call or visit the Office of Civil Rights, Title IX & ADA Compliance at (316) 978-3186, Wichita State University, 1845 Fairmount, Wichita, KS 67260, Lindquist Hall.



1845 FAIRMOUNT
WICHITA, KS 67260

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LEADERSHIP ELITE

Certificate Program

8 Sessions • \$3,000

March 24 - May 12, 2026
Tuesday’s 8:00 - 11 a.m.

Woolsey Hall
Conference Room 231
WSU Campus

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Leadership Elite is an interactive eight-week program using real-world dilemmas, group exercises and active discussion to empower leaders to increase their individual success and maximize their impact on their organization.



Center for Management Development



BARTON
School of Business
WICHITA STATE UNIVERSITY



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LEADERSHIP ELITE

➡ Leadership Development

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LEADERSHIP ELITE is designed as an intense learning environment shared by Wichita State University’s most distinguished business educator, Dr. Gerald Graham.



DR. GERALD GRAHAM

is currently the R. P. Clinton Distinguished Professor of Management and former Dean of the Barton School. He has made management presentations to more than 750,000 participants in 46 states, Canada, Mexico and Slovakia. He also has been the recipient of the Wichita State University Excellence in Teaching Award and the Barton School of Business Teaching Award (multiple times).

Dr. Graham's latest book is titled, *HIGH PERFORMANCE Leadership Practices: How to Increase Performance while Reducing Stress*. He has also written four management text-books, which have been adopted nationally, and numerous research articles. Dr. Graham has written more than 500 columns on leadership that have appeared in newspapers and journals in the United States.

Dr. Graham is a past president of the board of directors of Goodwill Industries of Kansas and a former board member of U. S. Restaurant Properties, Inc., and the United Way of the Plains. Graham has served in several administrative capacities at Wichita State University including Chair of the Administration Department, Director of the Center for Entrepreneurship and Dean of the Barton School of Business.

// THE COURSE //

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➔ **LEADERSHIP ELITE** 8-week curriculum

Leadership requires a plan. Through interactive learning using real-world dilemmas, small group exercises, active discussion and networking, Leadership Elite emphasizes practical approaches to the key qualities and essential skills for effective leadership.

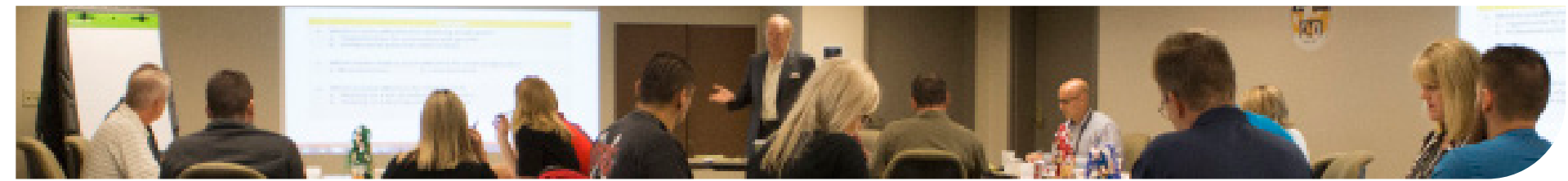
- 1 Leadership: Who Are You?**
 - Anticipate surprises that accompany promotions
 - Four rights you give up.
 - How to use structural and relationship tools
 - What is your default style
 - Can you flex your style?
- 2 Purpose: What is Your North Star?**
 - What is your purpose? Vision? Mission?
 - Do you understand your core values?
 - Are your objectives aligned?
 - What gets measured, gets done
- 3 Selection: Get the Best Talents on the Bus.**
 - What selection tools are the most predictive?
 - How to structure interviews
 - Do not overlook probationary periods
 - How to make the best decision
- 4 Accountability: Connect Appraisals-Consequences**
 - Why managers and contributors dislike appraisals
 - Three guidelines for improving appraisals & reducing frustration
 - Six Tools for holding contributors accountable
 - When to terminate? Tolerate?
- 5 Engagement: Communicate & Engage Contributors**
 - Understand the impact of filters
 - How to listen actively
 - How to be assertive while avoiding passive & aggressive
 - What are the benefits of engaged contributors?
 - Five measures of engagement

- 6 Motivation: Focus on Strengths & Relationships**
 - How to treat your stars
 - Catch contributors doing things right
 - How to encourage effort and attitude
 - Why some may resist your requests
 - Five techniques for influencing contributors
- 7 Teamwork: Execute Changes and Manage Conflict**
 - What is the value of a team charter?
 - Four reasons why contributors may resist change.
 - How to reduce resistance to change
 - What is a good strategy for addressing conflicts
- 8 Issues: Three Current Issues**
 - Six things a remote work policy should include
 - How to manage contributors of different ages
 - How to effectively practice inclusivity
 - Ideal contributors, structures, and leader practices

The Benefits

Leadership Elite will help you build and maintain a culture that promotes trust, integrity and high performance by:

- Giving you a framework and tools to strengthen your leadership
- Heightening your awareness of blind spots and behaviors that reduce your effectiveness
- Increasing your flexibility to influence people's performance
- Interacting with your professional peers to share and learn from one another
- Providing a risk-free setting to debate, challenge and grow from interaction with a recognized expert



➔ **// REGISTER //** CMD.WICHITA.EDU/LE **// OR CALL //** 316-978-3118