THE LEADER

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 790,000 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, Lead: How Effective Leaders Get Things Done, available at: http://cmd.wichita.edu. He has also written four management textbooks, 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. For twenty years, he wrote a monthly column for the Wichita Business Journal and for more than twelve years, he published The Applied Management Newsletter, a monthly management training publication.

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 CANDIDATES

Leadership ELITE is designed specifically for experienced managers who wish to further develop their leadership skills.

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 career, will also benefit.

Leadership ELITE will equip the most promising people in any organization to move to the next level.

THE BENEFITS

Leadership ELITE will help you build and maintain a culture that promotes trust, integrity and high performance.

Leadership ELITE will:

- Give you a framework and specific tools to strengthen your existing leadership abilities.
- Build on your current leadership competencies by heightening your awareness of blind spots and behaviors that reduce your effectiveness.
- Increase your flexibility to meet the daily demands of influencing and changing the way people perform.
- Afford you an opportunity to interact with your professional peers to share and learn from one another.
- Provide a risk-free setting to debate, challenge and grow from interaction with a recognized expert.

THE PROGRAM

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.

How to make the most of your leadership style

- Leaders make things happen
- Four leader styles
- Which leader are you most like?
- How adaptable is your style?
- How to determine leader readiness

How leaders empower employees

- Why metrics are important
- How to use the O-12 Survey
- Five suggestions for retaining high performers
- Four ways to encourage empowerment

How to increase trust within and between teams

- Do most employees change their core behaviors?
- The four keys to successful leadership
- Four symptoms of lack of trust
- Three principles for increasing trust

What is the role of talent in teamwork?

- Two common talent myths
- Why you should select for talent
- Why conflict resolution is critical
- Four effective teamwork practices

How to effectively manage performance

- How to evaluate four selection tools
- Four suggestions for developing performance appraisals
- How to use PIP's more effectively

How to deal with attitudes by focusing on outcomes

- Why outcomes are more important than processes
- Three instances where processes are critical
- Four suggestions for improving outcomes
- How behaviors reflect employee attitudes
- Three suggestions for dealing with employee attitudes

Focus on Strengths to Improve Performance

- How your personality impacts your leadership
- Why strength-building is more effective than weakness-fixing
- How to identify your strengths
- Why coach stars?
- How to handle marginal performers

How to develop staff for change

- Four career-development cautions
- Three ways to create heroes in everyday people
- Five common organizational changes
- Four reasons why employees resist change
- Three strategies for implementing change
- Five suggestions for handling mandated changes

WHAT IS IMPORTANT THAN PROCESSES

THREE STRATEGIES FOR IMPLEMENTING CHANGE

FOUR REASONS WHY EMPLOYEES RESIST SOME CHANGES

FIVE COMMON ORGANIZATIONAL CHANGES

FOUR CAREER-DEVELOPMENT CAUTIONS
Leadership is... the most important aspect of organizational success. Leaders provide vision. Leaders have the ability to lift others to tackle and complete tasks that seem impossible. Leaders influence our lives in deep and profound ways. Leaders change us and the organizations and industries in which they operate.

There is no simple leadership equation. There are, however, leadership principles and dimensions that each of us must explore, embrace and internalize if we are to become more effective leaders in our professional and personal lives.

This program is designed as an intense learning environment shared with peers and Wichita State University’s most distinguished business educator, Dr. Gerald Graham.

The Highlights

Leadership ELITE is an exclusive and rich learning experience that transforms managers into leaders by creating the skills necessary to meet today’s business challenges and to vision into reality.

- Emphasizing the timeless qualities and behaviors of proven leaders, rather than the latest jargon and fads, you will see how your beliefs and practices match up with those of Colin Powell, Jack Welch, Lee Iacocca, Gordon Bethune, Rudolph Giuliani, Sam Walton and Mary Kay.
- Analyzing selected readings in the best-selling book, First, Break All the Rules, based on extensive research by the Gallup organization, you will compare your ideas and practices to those of successful leaders.
- Using the CMD’s cutting-edge CPS response system as a tool for self-discovery, you will record your individual responses to a series of decision episodes throughout the course. At the end of the program, you’ll receive a personal profile portraying your flexibility, and how well you make decisions and apply solutions compared to a proven model for success.

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-Warren G. Bennis, best-selling author and Distinguished Professor and Founding Chairman of the Leadership Institute at USC

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Monday Afternoons
February 18 – April 15, 2019
1:30 - 4:30 P.M.

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