

# Executive Leadership Program

The Executive Leadership Program (ELP) is a nine-month competency-based leadership development program that provides training and developmental experiences for mid-level employees at the GS-11 to GS-13 levels or equivalent. The program theme is "Leading People." The program objectives are to help participants strengthen their knowledge, expand their experience, and increase their impact through a curated selection of competency-based developmental activities.

Group classes in Live Online and onsite training is available for this course. For more information, email [onsite@graduateschool.edu](mailto:onsite@graduateschool.edu) or visit: <https://sdfm.graduateschool.edu/courses/executive-leadership-program>



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## Course Outline

Session I: Self-Discovery – Learning to Soar and the Making of a Team

### Orientation

- Cultivating program commitment
- Creating a community of leader peers within our program
- Alumni Panel

### Team Building and Exploring Your Role in the Team Environment

- Developing a better understanding of yourself
- Identifying leadership styles and how to empower others
- Team typing for team success
- Setting the stage for courageous team dynamics and exploring virtual team strategies

### Emotionally Intelligent Leaders

- Recognizing the impact of social awareness on personal and professional development
- Discovering self-regulation as a tool for modifying behavior
- Exploring social awareness

### 21st Century Leadership

- Exploring and recognizing how different leadership styles play differently with varied situations and people.
- Discussing work/life balance as it relates to defining and/or refining the leadership styles.

### Building a Leadership Plan for ELP Success and Career Development

- Exploring the Executive Core Qualifications (ECQs)
- Receiving feedback through the Leadership Effectiveness Inventory (LEI)

- Writing a Leadership Development Plan (LDP) for targeted opportunities throughout the program

#### Session II: Skill Building for ELP Success

##### **Team Building II**

- Continuing to develop leadership strengths through feedback and observation
- Revisiting team vision, guiding principles for working together, and core values
- Keeping the team together through consensus and conflict resolution

##### **Successful Conflict Resolution**

- Creating strategies for managing conflict
- Understand conflict preferences through assessment
- Choosing alternative communication styles
- Practicing conflict strategies

##### **Leading Strategic Change**

- Analyze the concepts of change from an organizational viewpoint.
- Create plans for organizational change.
- Apply strategies for leading and managing change.
- Use best practices in evaluating change.

##### **Coaching**

- Studying the value of practicing coaching skills
- Building listening skills to coach others

##### **Leading Through Clear Communication**

- Enhancing written communication skills
- Developing the habits of an efficient, effective written communicator and leader

#### Session III: Leading at the Next Level

##### **Establishing Yourself as an Influential Leader**

- Defining work in the context of your organization's mission and objectives
- Surveying the political environment and building stakeholder support
- Building personal strategies for continuous external awareness
- Understanding influence and how to become a person of influence

##### **Presentation Skills**

- Organizing a clear and concise presentation
- Practicing strategies for increasing confidence and reducing nervousness
- Exploring the use of appropriate visual aids
- Managing audience feedback with confidence

##### **Critical Thinking**

- Determining the meaning and significance of what is observed
- Analyzing and evaluating one's thinking process for decision making
- Becoming skilled in defining whether to accept, reject, or suspend judgment

##### **Team Building III and Project Preparation**

- Preparation for Graduation Week
- Further team-building exercises

### **Team Assessment and Practice**

- Practice team presentations
- Measuring team guidelines for successful completion of the ELP

Session IV: Celebrating Success & Recognizing Personal Growth

### **Presentation of Team Projects**

- Delivering final work products to peers and stakeholders
- Assessing team and project success

### **Leadership Styles Follow-up**

- Exploring and recognizing how different leadership styles play differently with various situations and people.
- Revisit previous conversations on work/life balance as it relates to defining and/or refining the leadership styles.

### **Networking/ELP Reflections**

- Preparing to note ECQ skills in professional portfolio
- Sharing key takeaways from experience

Graduation Ceremony