

NEXT GENERATION LEADERS LEVEL UP



LevelUP Leadership Training

Introduction



Quote

Peter Drucker
Management and Leadership Guru
Celebrated by BusinessWeek as “the
man who invented management”

Source: The Drucker Institute

“Only 3 things happen
naturally in organizations:

**Friction,
Confusion and
Underperformance.
Everything else requires
leadership”**

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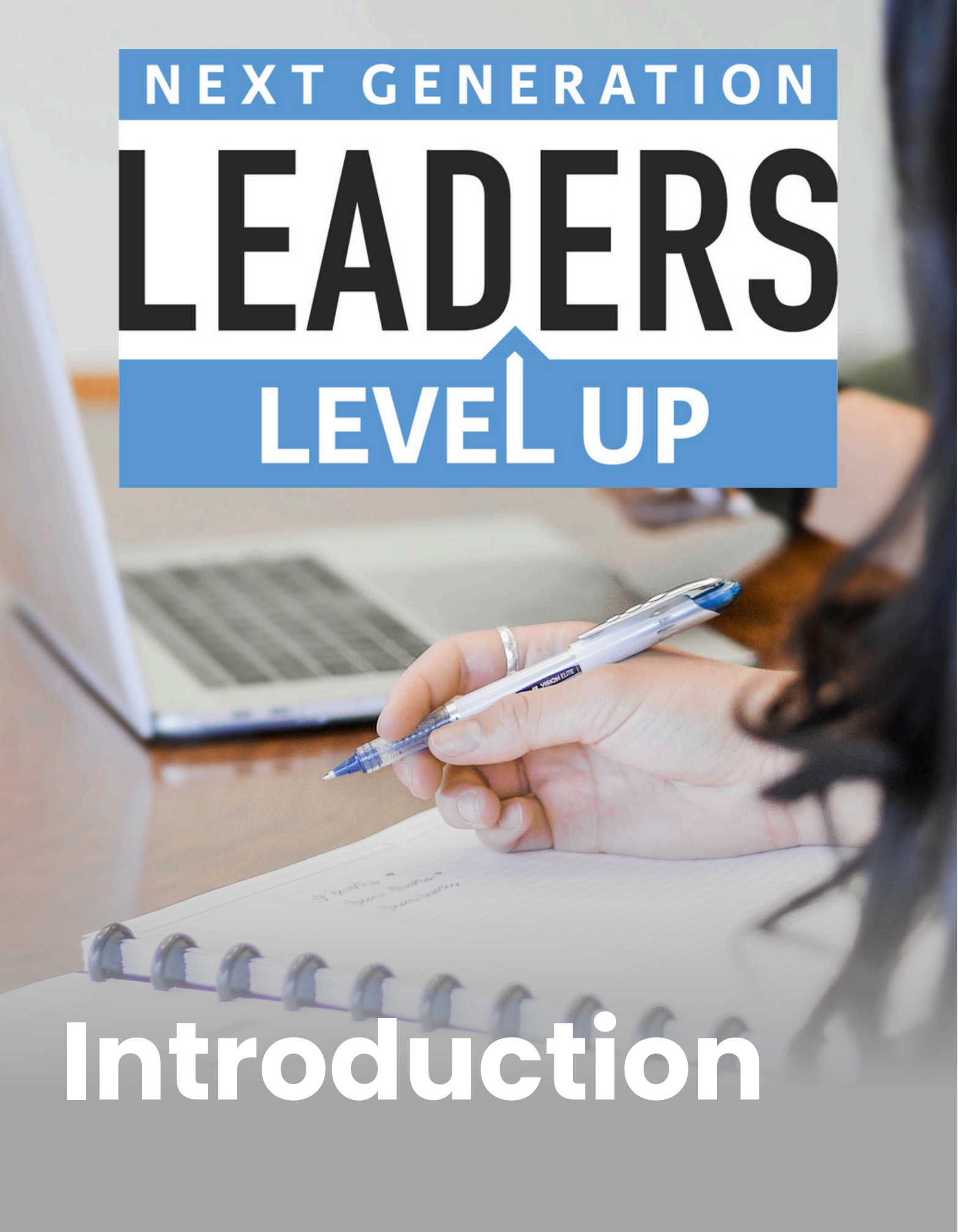
Source: The Drucker Institute

**“Management is
doing things
right.”**

**Leadership is
doing the right
things”**

- Warren Bennis: Organizational Consultant

**The manager
accepts the status
quo; the leader
challenges it.**
—WARREN BENNIS



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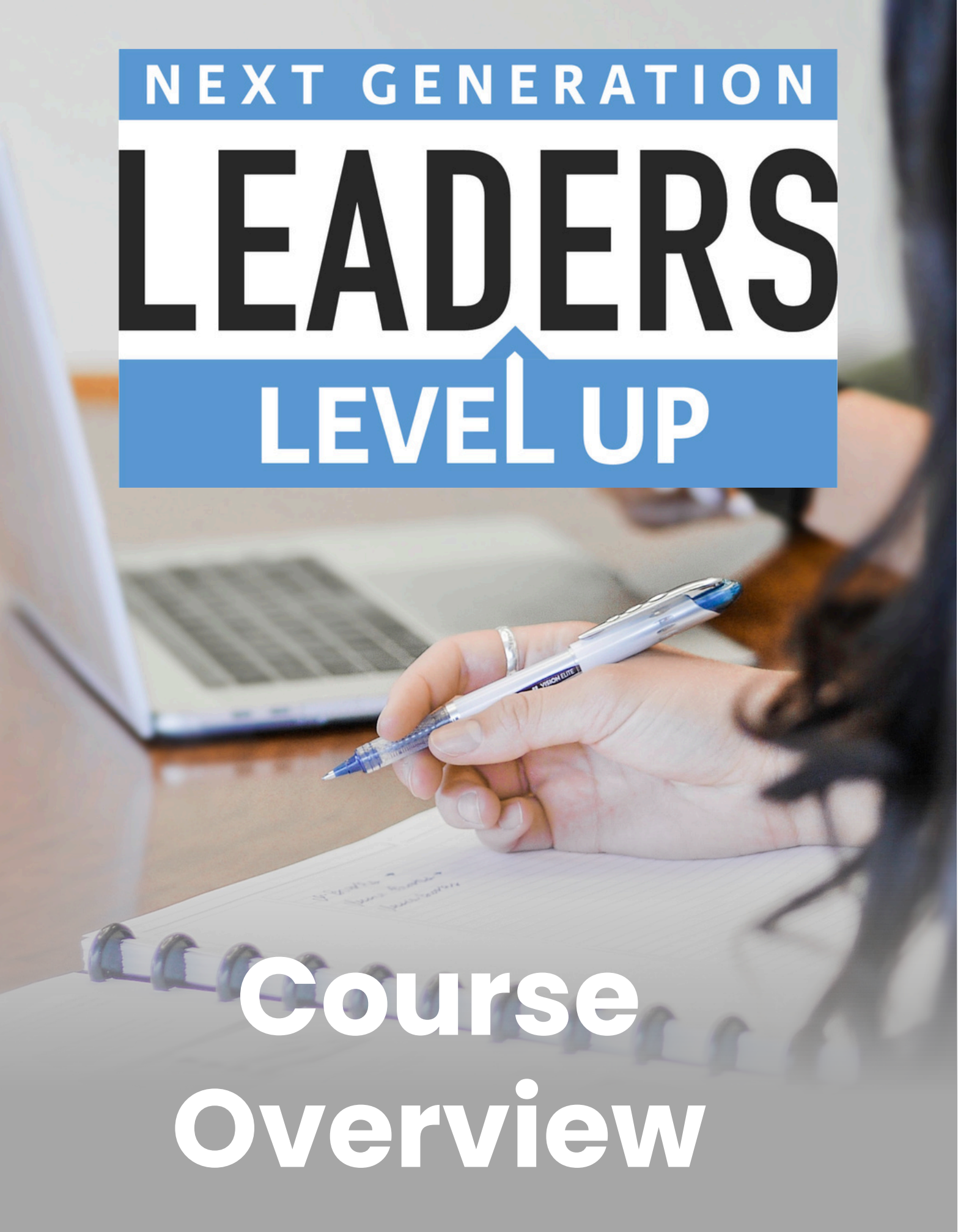
Introduction

Leaders lead people.

They build teams, set the vision, understand, engage, motivate and develop their team members.

They need to be able to leverage different leadership styles depending on circumstances.

LevelUP is a Leadership Development program built to turn managers with potential into effective leaders by focusing on building Emotional Intelligence skills and providing practical approaches to building High Performance Teams through good recruiting, coaching and talent development. In addition, students learn how to set effective goals and how to successfully lead projects and group activities. They will also gain an understanding of business strategy.



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Course Overview

Introduction

NGL LevelUP is a leadership training program designed to build an understanding of leadership and the skills necessary to be a great leader.

Target Student Group

The course is targeted at students who have the potential to rise to more senior levels within their organizations. They will likely already have some management experience that will enable them to identify with the example scenarios that will be discussed throughout the course.

Course Structure

The course consists of 15 modules. Each module starts with homework assignments featuring videos (including Youtube, TED Talks etc) and articles (including Harvard Business Review, Fortune Magazine, Business Insider and Forbes), Homework is generally supplemented by a practical exercise and will likely take the student 1 to 1 ½ hrs to complete. There is monthly group meeting of approximately 3 hours (depending on class size).



15 Month Program

Monthly Self Study/Homework

- 1 – 1 ½ hours
- Videos & Reading
- Practical Exercise

Monthly Meeting

- 3 hours In-Person
- Expansion and discussion around the month's topic
- Group exercises
- Opportunity for peer level topics

Sample Topics:

- *Emotional Intelligence: Self Awareness, Awareness of Others, Non-Verbal Communication, Self-Confidence and Effective Communication*
- *Building a High-Performance Team*
- *The Leader as a Coach: Developing the team*
- *Decision Making*
- *Interviewing and recruiting the right people*
- *Building and maintaining culture*
- *Engaging and motivating the team, fostering collaboration and innovation*
- *Leadership Styles*
- *Leading Strategy*



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Admin Details

1. Course Resources available throughout the course in Google Drive and at the end on a USB drive for each student.
2. Course Assessments included in the program:
 - DISC profile
 - Pre and Post EQ assessment
 - EQ Checklist
 - Leadership Style Assessment
 - Monthly Self Improvement Commitments
3. Final Graduation Presentation and Certificate.



Self Study/Homework Example

Module 1 Homework

Watch:

- a) Richard Boyatzis, Professor at CWRU and ESADE: What is Effective Leadership
[Richard Boyatzis - What is Effective Leadership](#)
- b) John P. Kotter, Professor of Leadership at Harvard Business School:
[The Key Differences Between Leading and Managing](#)
- c) Review the Peter Salovy video
<https://www.youtube.com/watch?v=0k8TcF-3ofY&t=618s>

Identify and list the 4 parts of Emotional Intelligence from the video

Read:

- a) "Why You Need Emotional Intelligence to Succeed", INC Magazine March 2015:
<https://www.inc.com/travis-bradberry/why-you-need-emotional-intelligence-to-succeed.html>
- b) "The Business Case for Emotional Intelligence", By Cary Cherniss, Ph.D. Rutgers University (Prepared for the Consortium for Research on Emotional Intelligence in Organizations)
https://www.eiconsortium.org/reports/business_case_for_ei.html

List the Emotional Intelligence attributes that lead to outperformance in the case studies presented in the paper.

Complete and Review:

Your DISC profile, bring the report to the meeting and be prepared to discuss:

What is your profile? (Graph)
What are your top 3 STRENGTHS to the organization? (Page 8)
How should people communicate with you? (Page 9)
How do you see yourself? (Page 12)
How might people perceive you under moderate and extreme stress? (Page 12)
What is the most significant area that you would like to work on? (Page 21)

Practical Exercise:

Think about and be prepared to describe real world situations you have been in where you were challenged in one of the following categories:

Emotional Self-Awareness: Recognizing one's emotions and their effects.
Emotional Self-Control: Keeping disruptive emotions and impulses in check.



Questions?