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LEADERSHIP ACADEMY  
ON-LINE  
2021 - 2022

**MODULE ONE:**

**Developing the Leader Within You**

*Existing and emerging leaders will learn the professional tools necessary to create a successful leadership toolbox.*

**Participants gain insight into:**

- The values of Attitude, Integrity, and Innovation
- The four stages of creating a workplace culture
- Effective communication skills for work and life
- Transactional vs. Transformational leadership

**MODULE THREE:**

**Maximizing the Performance of Your Team**

*Developing leaders will explore the importance of “Breakthrough Leadership” and the value of innovative thinking and problem-solving.*

**Participants gain insight into:**

- The qualities of employee engagement (Impact vs. Relationship)
- The four styles of innovative thinking
- How to become a “breakthrough leader”

**MODULE FIVE:**

**Providing Effective Performance Feedback**

*Developing leaders will understand the importance of professional employee development and communication of expectations within the workplace.*

**Participants gain insight into:**

- The two qualities of employee commitment—willing and able
- The team power of 360 feedback and peer reviews
- A five-step process for employee improvement/discipline

**MODULE SEVEN:**

**The Cannoli Factor of Motivation in the Workplace**

*New leaders will learn the value of influence and motivation to maximize the ongoing performance of each individual.*

**Participants gain insight into:**

- Top-Ten motivators of employees in the workplace
- The Law of Connection with individuals
- The wisdom gained from Respect Level Leadership

**MODULE TWO:**

**The Two Faces of Leadership: Tactical vs. Strategic**

*Existing and emerging leaders will learn the importance of communicating a clear vision within the workplace.*

**Participants gain insight into:**

- The importance of vision and foresight
- The balance of strategic and tactical thinking
- A Real-Life Application exercise to support learning objectives

**MODULE FOUR:**

**Survival at the Speed of Life**

*Developing leaders will learn how to prioritize people, processes, and projects to drive maximum productivity and performance.*

**Participants gain insight into:**

- The difference between important and urgent priorities in your daily life
- Successful execution of daily planning strategies for success
- Top-Ten time wasters that negatively effect productivity

**MODULE SIX:**

**Driving a Team Approach to Conflict Resolution**

*New leaders will discover a true team environment to deliver optimal results and deeper levels of respect within the workplace culture.*

**Participants gain insight into:**

- The four stages of building a world class team
- The diversity of personalities within the workplace
- The four levels of conflict and positive steps to resolve them

**MODULE EIGHT:**

**Leadership From the Edge**

*The successful leader will **present** to the cohort their “leadership house” they have committed to build for their future--The “LeaderSHIFTS” for the tool box of the new leader.*

**Bonus Topic:** John will facilitate discussion regarding the overall outcomes of the Leadership Academy from each participant. In addition, there is an exercise that is completed **on-site** based on the truly amazing journey of leadership, decision-making, survival and self-awareness of Earnest Shackleton’s Antarctic Expedition.

**Certificates of Completion are also distributed during the final on-site module.**