Executive Excellence

Module Synopsis

The Leadership Initiative and the Impact of Personality

The introductory module of Executive Excellence forms part of the cornerstone of this professional development program. Discussions focus on the importance of essential leadership skills, concepts and techniques which will be explored within this series. Additionally, the framework and expectations for success in Executive Excellence will be outlined. The Insights Personality Profile is an assessment used to help individuals understand themselves, and consequently others, better. Individuals will begin to better understand who they are, how they got to be that person, what perceptions and awareness have to do with relationship skills and how leadership styles are affected. This profile is then used throughout the entirety of the program with regards to specific skills.

The Impact of Emotional Intelligence

The second module of the series completes the cornerstone of the program. One of the major missing parts in the professional success equation is emotional intelligence. For various reasons and thanks to a wide range of abilities, people with high emotional intelligence tend to be more successful in life than those with lower EI IQ even if their classical IQ is average. This module will explore the 5 core aspects of Emotional Intelligence and through examining their profile; participants will be able to strengthen the areas of emotional intelligence exhibiting opportunities for improvement while capitalizing on areas of strength. The accompanying profile is also referred to throughout the entirety of the program.

The Impact of Communication and Effective Presentations

At the heart of every successful interaction, as well as every conflicted interaction, is communication. Either the message was received as intended or it wasn’t. And these two outcomes can have very serious implications within the workplace. In this module, participants will fully grasp the complexity of communication and become familiar with how they can improve their success levels. Communication in the written, spoken and non-verbal forms will be explored, along with critical listening skills. Additionally, individuals will learn the components of delivering a successful presentation. An interested audience wants to get the robust information in a succinct set of details with action items highlighted. Participants will learn the techniques to make an effective 3 minute presentation and will demonstrate their competency in a subsequent module.
The Impact of Business Acumen

In order to effectively guide departments in the attainment of goals, leadership must be versed in aspects surrounding the business matters and climate of their department and the University. It is imperative that a firm grasp of the principles of strategic planning, ensuring proper budgetary processes, and appropriate workforce development opportunities correlate to the vision and mission of the University. In essence, it combines financial literacy - the ability to interpret numbers on financial statements - with business literacy - recognizing how strategies and decisions impact these numbers.

Presentations and Executive Excellence II Legacy Speaker

Participants will deliver their 3 minute speech and be critiqued by their peers. The speeches will be videoed for reference in further defining their style. The legacy of the 2nd cohort of Executive Excellence is to provide an opportunity for all cohorts to come together over lunch to be engaged by a dynamic speaker and to explore the concepts presented. This session allows for that opportunity.

The Impact of Building Organizational Talent

An organization is as strong as its workforce. The issues surrounding building talent management from the hiring process through succession planning and retirement will be the focus of this session. We are in a global economy and our University functions as a global community. In order to continue the attainment of excellence we must know the proper recruitment and retention practices, continually offer our employees development opportunities, provide opportunities to move within the University and enable collegial sharing of expertise and knowledge across campus.

The Impact of Organizational Change and Challenge Course

It has been said that the only constant in life is change. Organizational change can be used to great measure when the change is calculated, understood and embraced. As the University endeavors to attain and retain Tier One status and to attend to the goal of providing excellence in everything we do, positive change methods enhance this ability. Participants will look at change from an organizational, departmental and personal perspective and learn methodologies for adapting to change in order to provide leadership and guidance through any change initiative, large or small. The afternoon concludes with a challenge course which experientially reaffirms the concepts that have been learned through the facilitation of principles and practices.
The Impact of Cohesive Collaboration and Partnerships

Goals are more readily attained by working collaboratively. On occasion, conflict can stand in the way of or undermine progress that is being made toward goals. Participants will learn of the modes of conflict resolution and the times and situations in which to use them. Additionally, they will have the opportunity to discover their preferred mode of conflict resolution and practice “courageous conversations” in resolving issues. Collaborative methods will be highlighted in an effort to encourage the building of partnerships throughout and across the University.

The Impact of Inclusion and Ethics – NCBI

This session will focus on the very real issues surrounding diversity and inclusion. As a global community and organization, it is imperative that we set the tone for other organizations to emulate with regards to understanding, tolerance and embracing of different cultures and lifestyles. The ethical dilemmas that one faces in these as well as a myriad of other situations will be explored. We will also discuss the ethics policy of the University and ways in which it applies to their leadership positions. Finally, the methodology of NCBI will be taught which can be positively utilized in various situations.

The Impact of Best Practices and Combined Cohorts

This session is the culmination of 9 weeks of learning, doing and being. Participants will have the opportunity to present the results of their case study and discuss best practices that have been successfully implemented and integrated into their workplace. During lunch and the afternoon, Executive Excellence alum will join the current cohort to further build alliances and discuss topics of interest.