

## Executive Education

Senior leaders must stay current and relevant in their profession and possess both the technical and soft skills necessary to lead at the highest levels of the organization. Key performance indicators for senior leaders include strategic thinking, complex problem solving, and teamwork. Perhaps most importantly, senior leaders need business, strategic, and financial acumen. Senior leaders must be able to achieve and sustain extraordinary outcomes by engaging others to achieve the organization's vision.



## Solutions

**Leading Organizations.** There is a major leadership transition that we do not talk about very often – the transition from senior manager to organizational leader, sometimes referred to as executive level leader. Organizational leaders are responsible for all aspects of the organization.

The purpose of this program is to help learners complete the transition to organizational leader, including understanding responsibilities related to strategic leadership, organizational planning, governance, the workforce, customers, performance, quality, and culture.

**Organizational Leadership.** We define organizational leadership as the ability to think, act, and influence others in ways that ensure the enduring success of an organization. Studies suggest that fewer than 10% of leaders possess these essential skills. Company leaders often pressure their subordinate managers to show short-term results, so operational leadership replaces strategic leadership in such situations. Consequently, leaders feel paralyzed when complex problems arise—and these problems often have long-term implications.

This module examines the current thinking on organizational leadership. Leadership errors lie at the heart of failure. Strategic leadership causes success as much as it helps us avoid disasters.

**Organizational Performance Management.** An organization must grapple with three major choices constantly: market and customer choices – which segments and types of customers to serve and not to serve; product or service choices – what/what not to offer; and sustainability choices – how to keep winning, how to keep learning, and how to meet stakeholders' expectations. While performance management can provide insights into all three, its usefulness is the most in achieving the third dimension—continuous adaptation, agility, and successful execution of strategies.

**Strategic Planning.** Strategic planning has been defined as the process of setting and assessing an organization's goals and then determining a detailed course of action for achieving the goals. Inevitably, planning involves choices. You can achieve a given goal by following different alternatives. Which alternative to choose in each situation is at the heart of decision-making. Strategic planning involves setting goals and a detailed blueprint or course of action to achieve the goals.

**The Workforce.** Business leaders rate employee retention and engagement as the No. 2 issue for business success, second only to global leadership. Some 80% of organizations believe their employees are overwhelmed with information and activity at work, yet fewer than 8% have programs to deal with the issue. The employee work contract has changed. People are operating more like free agents than in the past. The balance of power has shifted from employer to employee, forcing business leaders to learn to build an organization that engages employees as sensitive, passionate, and creative contributors.

### Individual Modules

- Applied Business Leadership & Strategy (125-135 hours, \$395)
- Entrepreneurism (22-25 hours, \$285)
- Family-Owned Businesses (22-25 hours, \$285)
- Leading Organizations (55-60 hours, \$285)
- Nonprofit Board Governance (22-25 hours, \$285)
- Mentoring (3-5 hours, \$49)
- A Focus on Your Customers (4-6 hours, \$49)
- Continuous Quality Improvement (4-6 hours, \$49)
- Corporate Ethics (4-6 hours, \$49)
- Corporate Governance (4-6 hours, \$49)
- Organizational Leadership (4-6 hours, \$49)
- Organizational Performance Management (4-6 hours, \$49)
- Strategic Planning (4-6 hours, \$49)
- The Workforce (4-6 hours, \$49)
- Hiring: Selecting the Right People (12-15 hours, \$150)
- Succession Planning and Talent Management (22-25 hours, \$285)

### Applications and Best Practices

- ✓ Training for newly promoted executives and C-level leaders.
- ✓ Graduate-level course content.
- ✓ Executive Leadership Education.
- ✓ Application of the Baldrige Excellence Framework.
- ✓ Business Owner Self-development.

### Pricing

**Pricing** is based on number of learner hours and the annual expected quantities. Modules are sold individually and in course packs. [Contact us](#) to develop a customized solution that works for your specific requirements.

**Course Pack Lite** includes a combination of individual topic-based modules up to 15 learner hours, e. g. two academic leveling modules and Write & Cite®. A Course Pack Lite also includes individual mid-duration modules, approximately 12-15 learner hours each.

**Course Pack** includes a combination of individual modules up to 60 learner hours. A Course Pack also includes individual longer-duration modules, approximately 20-60 learner hours each.

**Course Pack Plus** is a combination of individual modules up to 135 learner hours.