

LEADING ORGANIZATIONS
ORGANIZATIONAL LEADERSHIP
SYLLABUS

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Written & Delivered By:



PEREGRINE

— GLOBAL SERVICES —

ACADEMICS • LEADERSHIP • PUBLICATIONS

LEADING ORGANIZATIONS

ORGANIZATIONAL LEADERSHIP

OVERVIEW

Organizational leadership, more commonly called strategic leadership, is a rare resource. 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 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, which may also be known as strategic, leadership. Strategic leadership is the ability to think, act and influence others in ways that ensure the enduring success of an organization. Studies suggest fewer than 10% of leaders possess these essential skills. Leadership errors lie at the heart of failure. Strategic leadership causes success as much as it helps us avoid disasters.

This module is designed for managers and junior executives seeking to make the transition to organizational leader at the director, chief, vice president, or president levels. The module is based on our book, *Leading Organizations: Innovating for Performance Excellence* published in 2019. This book is used in conjunction with our Executive Education Program for new or emerging organizational leaders.

The module would also qualify for Continuing Education Units (CEU) for professional certifications with most any profession.

LEARNING OUTCOMES

The learning outcomes for the module are as follows. With the completion of this module, learners should be able to:

1. Understand the concept of organizational leadership.
2. Apply the skills of an organizational leader.
3. Differentiate between the approaches to organizational strategy.
4. Appreciate why organizational leadership is critical to business success.

5. Know how to train and develop other leaders.
6. Apply the concepts in the workplace to become a better organizational leader.

CURRICULUM

<u>Section</u>	<u>Topics</u>
Introduction	<ul style="list-style-type: none"> • Module Purpose • Module Overview
Understanding Organizational Leadership	<ul style="list-style-type: none"> • Introduction • Seth Godin on the Difference Between Leadership and Management Video • Strategic Organizational Leadership • Summary
Skills of Strategic Leadership	<ul style="list-style-type: none"> • Introduction • Roselinde Torres: What it Takes to be a Great Leader Video • Anticipate, Challenge, Interpret, Decide, Align, and Learn • Organizational Leadership Video • Summary
Approaches to Strategy	<ul style="list-style-type: none"> • Introduction • Four Approaches to Set Strategy • Summary
21 st Century Strategic Leadership	<ul style="list-style-type: none"> • Introduction • Leadership vs Management, What's the Difference? Video • The Paradoxes of Leadership • Simon Sinek: Why Leaders Eat Last Video • Summary
Leadership Training that Works	<ul style="list-style-type: none"> • Introduction • Training Leaders on Leadership • Summary
Module Summary, Reflective Questions, Case Studies, and Final Quiz	<ul style="list-style-type: none"> • Summary • Reflective Questions • Case Studies • Final Quiz

RESOURCES

Oedekoven O. O., K. B. Venkateshiah, D. J. Gilbert, & D. K. Robbins (2019). Leading Organizations: Innovating for Performance Excellence. Gillette, Wyoming: Peregrine Pathways.

ASSESSMENT

Throughout the module, there are in-progress quizzes and short exercises to ensure understanding of the instructional content. A completion certificate is issued when the learner obtains at least 80% on the final exam.

The learner must complete each module, case study questions, and reflection questions to be awarded a completion certificate for the program.

HOURS AND ARTICULATION

Learner hours are shown in the following table. The hours are based on both the time within the module and time away from the module conducting application activities.

<u>Section</u>	<u>Hours</u>
Introduction	1
Understanding Organizational Leadership	1
Skills of Strategic Leadership	1
Approaches to Strategy	0.5
21 st Century Strategic Leadership	1.0
Leadership Training that Works	0.5
Module Summary, Reflective Questions, Case Studies, and Final Quiz	1
Total Hours	6