

The Kawartha Pine Ridge District School Board

ADVANCED LEADERSHIP PROGRAM

Do you know what the “X-Factor” of great leadership is? Have you ever wondered why some people seem to be able to achieve exceptional results more so than others? Are you aspiring to a leadership position? Are you committed to be exemplary in that role?

Jim Kouzes and Barry Posner, authors of *“The Leadership Challenge”* define leadership as “the art of mobilizing others to want to struggle for shared aspirations.” Their research has shown that exemplary leadership comes from disciplined practice of certain behaviours.

The Advanced Leadership Program focuses on what those exemplary leadership practices are and how they relate to the KPR Leadership Profile. Through self-reflection, group activities and assignments, participants will gain a better understanding of their leadership strengths and will have the opportunity to identify and address specific leadership practices, to further hone.

This is a two year program. The first year is comprised of **ten 3 to 3.5 hour, in-class sessions**, chapter readings, study group assignments and presentations.

In year two, participants will continue to practice their learning in the workplace and provide a periodic, written progress summary report. There is also an expectation for individuals to job shadow one or two leaders in the organization and submit a written report regarding that experience.

In addition, study groups will be assigned a leadership project and a formal presentation will be due at one in-class session at the end of the program. Participants of the program will be supported further, at the end of the two years, through participation in a Leadership Practices Inventory assessment.

The following is an overview of the in-class sessions for the program with **tentative dates for 2012 to 2013:**

Session #1: “Getting Ready for the Leadership Journey” – Tuesday, September 25th, 2012 – 4:30 to 8:00 pm

Participants will have the opportunity to review and align the results of their KPR Leadership assessment with the KPR Leadership Profile. A self-assessment will be completed and program expectations and the fundamentals of leadership will be introduced.

**Session #2: “ Taking a Closer Look at Values” – Tuesday, October 23, 2012
- 4:30 to 8:00 pm**

In this session, participants will gain a better understanding of the meaning of values. They will have the opportunity to clarify and articulate the values that guide their decisions and actions as a leader.

**Session #3: “Titles Don’t Make Leaders” – Tuesday, November 13th, 2012–
4:30 to 8:00 pm**

Exemplary leaders are not only able to be forward-looking, they have the ability to share their vision in a way that inspires others to action. In the session, participants will learn how to create and communicate a compelling vision.

**Session #4: “Inspiring a Shared Vision” – Tuesday, December 11th, 2012 –
4:30 to 8:00 pm**

In this session, the study groups will share their vision statement and visionary speech. Through a dialogue with the Director of Education, they will gain a better understanding of the mission, vision and values of the organization. Essential communication skills for a leader will also be explored.

**Session #5: “Encouraging Creativity and Risk Taking” – Tuesday, January
15th, 2013 – 4:30 to 8:00 pm**

Creativity is an ability everyone has, or can learn to develop more fully. Creativity should be encouraged at all levels of the organization, to help bring forward fresh solutions and new perspectives. In this session, participants will learn more about the relationship between strategic risk taking and creativity to achieve success.

**Session #6: “Managing Change Effectively” –Tuesday, February 19th, 2013
– 4:30 to 8:00 pm**

Constant change is now a cultural norm. In this learning session, participants will deepen their understanding of an adoption-based change model and how to deal with people in the organization who are resistant to change.

**Session #7: “ Managing the Talent of Your Team” –Tuesday, March 19th,
2013 – 4:30 to 8:00 pm**

In an ever more complex world, winning strategies will be based on the power of “we” not “I”. In this session, participants will explore the benefits of collaboration and its relationship to trust as well as the behaviours that bring out the best, most positive, most committed energy and performance from people.

**Session #8: “Having Courageous Conversations” – Monday, April 29th,
2013 – 9:00 am to 12:00 pm**

Successful leaders have high expectations of themselves and others. When they provide clear direction and precise feedback, they encourage people to reach inside and do their very best. This session will introduce participants to basic coaching skills.

Session #9: “Encouraging the Heart” – Tuesday, May 14th, 2013 – 4:30 to 8:00 pm

Great leaders understand the importance of acknowledging good results and reinforcing positive performance. By doing so, they stimulate and motivate each individual to achieve their personal best. In this session, participants will explore what constitutes meaningful recognition and will be able to identify actions they can personally take to encourage the heart of their team members.

Session #10: “Becoming the Emotionally Intelligent Leader” – Tuesday, June 13th, 2013 – 4:30 to 8:00 pm

The emotionally intelligent leader understands how the personal resources identified in the Ontario Leadership Frame, contribute to organizational outcomes. In this session, participants will explore the role emotions play in their own performance and how they can use their emotions more effectively for personal and organizational success. Requirements for Year 2 of the program will also be reviewed.

YEAR 2: Final Session: “Preparing for the Future” – tbd in June 2014