

# Leadership Academy

## Leadership Academy Concept

The Leadership Academy is designed to provide structure while equipping your managers and supervisors to be effective leaders in a world of constant change.

The Academy bases participant learning on the real life experiences in your organization. The process begins with input from all levels of your organization's leadership through personal interviews, focus groups and/or surveys. This involvement early in the design phase is critical in two ways:

- It provides excellent input regarding topics and examples to include that make the Academy content come to life.
- It ensures buy-in and support once the program is launched.

The target population for the Academy is all supervisors and managers regardless of function or job title.

## Academy Goals

The goals of a Leadership Academy vary depending on the needs of your organization. Typical goals may include:

- Provide supervisors/managers with the most critical organization-specific leadership competencies that are common across all departments.
- Enable supervisors/managers to lead in a manner that encourages their staff to innovate, seek effective solutions, and provide quality services.
- Inspire and empower supervisors/managers to align their work group goals and individual actions to support the Vision and Mission of the organization.

## Academy Components

A typical Academy consists of assessment, 40 hours of training, application and measurement. An additional registration service TrakPak<sup>SM</sup> is also available.

The topics and examples emerge from the up-front data gathering. Academy modules commonly include:

- Role of the Leader
- Understanding the Vision, Mission and Goals of the Organization
- Leaders as Communicators
- Building Effective Teams
- Planning & Organizing Work
- Managing Employee Performance
- Resolving Conflict
- Leading Change

## Learning Methods

This application-oriented curriculum uses experiential learning activities as well as client-specific examples and exercises to provide opportunities for exploring and applying the skills and techniques being learned.

The experiential exercises that are deployed simulate real work situations and experiences. This helps the learner become productive more quickly than learning through trial and error or generic content, minimizing frustration and loss of productivity.

## Program Delivery

*Leadership Academy* sessions are conducted by Infinite Learning facilitators who are skilled in training and consulting but also have real world business experience.

