

INTRODUCTION

Strategic Leadership Program

Welcome to the Strategic Leadership Program (SLP), a comprehensive training for Gonzaga University management staff. Gonzaga University recognizes the vital role you play as a supervisor and seeks to provide you with the necessary knowledge, skills, and tools to succeed. Our goal is to help you further develop the core competencies required to be a leader, and begin to create a support network for supervisors.

The curriculum is designed to establish a common understanding of the expectations of Gonzaga University leaders, increase employee retention and development.

Program History

In 2002, Gonzaga University sought resources to develop a comprehensive management and leadership education program. The University of Washington's Training and Development staff developed SLP with assistance from outside training program development consultants. Well established as a premier leadership program, Gonzaga University selected SLP as the foundation for leadership training. In concert with Seattle University, the Gonzaga University Human Resource Department further adapted SLP to better fit our unique Jesuit Catholic University environment.

Core Competencies

SLP is an intensive, 3-day workshop in which participants will learn, practice, and receive feedback on the following:

- Self Awareness
- Decision Making and Problem Solving
- Managing Conflict and Negotiating Agreements
- Time-Management and Delegation
- Planning Effectively for Self and Others

PROGRAM AGENDA

Day 1

Welcome, Overview, Introductions

Managing Yourself

- Personal Style
- Role of the Supervisor

Managing the Team – *Relationship & Task*

- Team Assessment
- Reaching Agreement

Day 2

Managing the Team – *Relationship & Task*

- Decision Making
- Meeting Management
- Delegation
- Participatory Meetings
- Time Management

Day 3

Managing within the GU Community

- Whole Systems Thinking
- Building Partnerships
- Creating a Culture

Managing for the Future

- Leading Change
- Succession Planning and Strategic Planning
- Action Planning
- Follow-up Planning

What you can expect from us:

Learning Process:

1. Self Assessment – Awareness of present skill level
2. Presentation – Overview of concepts and skills
3. Skill Practice – Experiential exercises
4. Personal Reflection
 - What did you learn about yourself during this session?
 - Plan for application in your unit
5. Review each skill in other contexts
6. Follow up in discussions with manager

What we ask of you:

- Speak-up
- Have fun learning
- Participate in practice simulations
- Ensure confidentiality of participants' comments and questions
- Put cell phones and pagers on silent

Any absences due to emergencies will be handled on a case-by-case basis.