FROM THE LABORATORY TO LEADERSHIP PROGRAM SYLLABUS

YOUR LEADERSHIP EDGE – What are the differences between leadership and management? Beginning with a broad perspective, participants start to define what leadership and management behaviors "look like" and "sound like" in their organization, applying general concepts to practical reality.

LEADING IN MY ORGANIZATION - Leaders have the greatest impact when their style aligns with the needs of an organization and its people. Utilizing your company as a learning laboratory, participants will interview company executives to gain a greater understanding of the organization's expectations for its leaders and how it applies to their development.

UNDERSTANDING PERSONALITY STYLES – Communication is a top challenge for any organization. Using the Myers-Briggs Type Indicator, participants gain insights into how others communicate, prefer to work, process information, and make decisions. By understanding individual and collective strengths and blind spots, participants will communicate more effectively, streamline decision making, enhance creativity and boost performance.

USING YOUR STRENGTHS FOR SUCCESS – Whatever the management style, the key to success is discovering and developing a leader within. Using CliftonStrengths 34®, participants identify their strengths, enabling them to spend more time in not only areas they are good at but also enjoy. The result is increased employee engagement, productivity, retention, and movement towards their next level of success.

GOAL SETTING AND PLANNING – In the life sciences, tight budgets, aggressive timelines, and cutting-edge work go hand-in-hand. With limited resources, there is tremendous pressure to meet critical milestones. Goal setting and planning can help make the intangible tangible and accelerate your pace to the finish line. Utilizing the SMART goal framework, participants learn to establish clear, specific, measurable goals and discover the impact goal setting and planning can have on practical implementation.

PRIORITY MANAGEMENT – Does it feel like there is never enough time in the day? By identifying High Payoff Activities, each day can be centered around the activities that have the greatest impact on the company and personal success. In addition, this module provides participants with the tools, technology, and strategies to create efficient and well-run meetings, saving precious time each week.

COACHING FOR PERFORMANCE – Reflecting on the company's culture, individual talents, motivations, and the company goals, participants will identify the most efficient approaches, mindsets, and skills to enhance the performance of direct reports and team members when providing feedback and coaching. The organization will reach greater alignment and high-quality outcomes by learning to clarify goals, define paths for achievement, and create measurements for success while working with employees to support their professional development.

LEVERAGING YOUR LEADERSHIP THROUGH DELEGATION – Delegation is a powerful tool for achieving results faster, developing skills in others, and minimizing risk in a company. Find out how to assess an employee's level of competence and commitment using the Situational Leadership® model to create a work environment that is productive, creative, and provides opportunities for growth.

INTERVIEWING AND SELECTING TOP PERFORMERS – Selecting the right talent is the difference between success and failure. Using a behavioral-based interviewing process, learn how to formulate the right questions and select candidates based on observable facts and evidence, not feelings and impressions.

WHAT MAKES A TEAM PRODUCTIVE – Explore leadership and team-member skills that enable teams to balance the task and relationship aspects of teaming, reaching high-performing status in record time. By engaging in a competitive activity, participants will apply skills learned throughout the program to demonstrate their strengths as team members while discovering opportunities to enhance performance.

PUTTING IT TO WORK – Four days of self-reflection, skill development, and application all come together as participants present their personal case studies in small learning cohorts. Teams create action plans that integrate all the program concepts, addressing challenges and opportunities ranging from dealing with difficult employees to accelerating progress towards product approval. Visible growth is measured, and results are celebrated.