

## Management Development: Leading Organizations (at the Strategic Level)

---

### A 3 & 5 Day *Hands-On* Workshop at the Strategic Level

**Course Description:** The workshop provides the opportunity for experienced federal managers, GS- 13 and GS-14, to step into the world of dynamic thinking, creativity and innovation. Managers bring real problems to the seminar and work together using seminar learning, each other's knowledge and experience to work through them. Participants will sharpen their skills in the areas of leadership, communication and problem solving. They will also receive valuable insight about their personal strengths and developmental focus.

**Who Should Attend:** Experienced managers who are ready to expand their prospective on management and leadership. Bring your real-world problems and collaborate with your colleagues in a facilitated discussion and wrap up the week with an Individual and organizational improvement plan.

All attendees will receive a **Student Handbook** and access to an **Online Toolkit**, containing tools and research developed and gathered over decades by our instructors. Toolkits include items such as checklist, tips and techniques, sample documents, forms, academic and government studies, and numerous other tools to help you use your new skills immediately.

### Learning Objectives:

- Create a Trusted and Believable Vision
- Apply the Get, Give, Merge Communication Model
- Create Your Own Leadership Reputation
- Communicate the Vision, Always
- Able to Delegate With Confidence and Authority
- Identify Ways to Recognize, Reward and Award Performance
- Determining Organizational Priorities
- Know How to Introduce Change and Lead Change in an Constantly Changing Government Workplace
- Create Leadership Value in Yourself

### Topics Covered in this Workshop:

The 3 Responsibilities of Management

How to Manage for Performance

Empowering Mindsets



Creating Organizational Climate

Leadership Mistakes that Lead to Management Failure

Critical Thinking

Motivating People

Communication

Leading an Organization to Success

Group Problem Solving and Decision Making Traps and How to Avoid Them

Planning

Introducing Change

Coaching and Developing People

Managing Difficult People

#### **Additional Information**

**CPE Credits:** 34.0-20.0

**CEU Credits:** 2.8-1.7

**Suggested Program Prerequisites:** Management Development: Leading from the Middle

**Advanced Preparation:** None

**NASBA Program Level:** Intermediate

**NASBA Field of Study:** Business Management and Organization

**Delivery Method:** Group Live – Classroom



**Refund/Cancellation Policy:** TMS has a 2 week cancellation policy. Courses cancelled 2 weeks prior to the program start date will receive a full refund. Courses cancelled within 2 weeks from the program start date will not receive a refund for the program. | **Complaint Policy:** For more information regarding administrative policies, such as complaints, please contact Stacey Kruse at [stacey@tmsworkshops.com](mailto:stacey@tmsworkshops.com) | **Official National Registry of CPE Sponsor's Statement:** Technical Management Services (TMS) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: [www.NASBARegistry.org](http://www.NASBARegistry.org).

In order to be awarded the full credit hours, you must be present, registering your attendance and departure on the attendance sheets.

## Air Force Competencies Addressed / Proficiency Levels

### Employing Military Capabilities

Operational and Strategic Art  
Unit, AF, Joint, and Coalition Capabilities  
Non-Adversarial Crisis Response

### Enterprise Perspective

Enterprise Structure and Relationships	Intermediate
Government Organization and Processes	Intermediate
Global, Regional, and Cultural Awareness	Proficient
Strategic Communication	

### Managing Organizations and Resources

Resource Stewardship	Proficient
Change Management	Proficient
Continuous Improvement	Proficient

### Strategic Thinking

Vision	Intermediate
Decision Making	Skilled/Advanced
Adaptability	Proficient

### Leading People

Develops and Inspires Others	Proficient/Skilled
Takes Care of People	Proficient/Skilled
Diversity	Proficient/Skilled

### Fostering Collaborative Relationships

Builds Teams and Coalitions	Skilled/Advanced
Negotiating	Proficient

### Embodies Airman Culture

Ethical Leadership	Intermediate/Proficient
Followership	Intermediate/Proficient
Warrior Ethos	
Develops Self	Intermediate/Proficient

### Communicating

Speaking and Writing	Proficient
Active Listening	Proficient