

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.

Subjects 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

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