



LEADERSHIP ACADEMY 2024-2025

Target audience: current and prospective leaders aspiring to learn and grow

Enrollment: through an online application

Approach: in-class training program engaging students in leadership and management topics; leverage development through situational training.

FOUR FULL-DAY SESSIONS				
	October 10, 2024	January 10, 2025	March 28, 2025	May 22, 2025
Morning Session	Getting started	Our assets are our employees	Improve the employees you have	Climate and Culture
	<ul style="list-style-type: none"> Academy overview Getting started and a leadership blueprint Doing the right work 	<ul style="list-style-type: none"> Strengths assessment Training programs Most important decisions Interviewing 	<ul style="list-style-type: none"> Performance Management Importance of feedback Having difficult conversations What is your Why? 	<ul style="list-style-type: none"> Climate and culture Legal tips Purchasing
	<i>Great leaders have clarity about who they are, what they do, and how others perceive them</i>	<i>If it is important to you, you will find a way. If not, you'll find an excuse</i>	<i>Employees tend to do the best they know how to</i>	<i>Leaders take responsibility for all aspects of their workplace</i>
	Lunch panel: Examples of the right work	Lunch panel: Tips for getting into management	Lunch panel: Motivators and de-motivators	Lunch panel: Coaching and mentoring
Afternoon Session	Labor Relations	Hiring great employees	Safety	Communication
	<ul style="list-style-type: none"> Negotiated agreements Communications & staff meetings 	<ul style="list-style-type: none"> Reference checks New staff induction Government finance 	<ul style="list-style-type: none"> Crisis management and potential violence Occupational safety 	<ul style="list-style-type: none"> Capstone presentations
	<i>Avoidance is not a leadership strategy</i>	<i>People, not programs or processes, determine the quality of our work</i>	<i>Taking care of each other and our citizens is a top priority</i>	<i>The single biggest problem in communication is the illusion that it has taken place</i>
Reference	Why Good Leaders Make You Feel Safe, Simon Sinek TED talk, 2014	Are you an Ideal Team Player, Patrick Lencioni TED talk, 2020	How Great Leaders Inspire Action, Simon Sinek TED talk, 2009	How do we heal medicine, Atul Gawande TED talk, 2012