

INVESTING IN PEOPLE: A COURSE ON EFFECTIVE LEADERSHIP



VISION
ACTION
CHANGE



OVERVIEW

This interactive course is appropriate for new, current, and aspiring leaders. Each module includes a combination of theory and proven best practices complemented by personalized, hands-on experiences.

Throughout the course, each participant will:

- Deepen their knowledge of how to apply best practices in eight core leadership areas
- Develop strategies, structures, and resources which will be immediately impactful in their role
- Engage in real-world and roleplay activities that prepare them to lead through potentially difficult situations
- Receive access to support materials





G&D Associates specializes in leadership development, change management, community engagement, and communication. We work with our clients to embed effective leadership strategies and structures through close coaching, thought partnership, interactive workshops, design thinking, and the provision of a range of services tailored to individual needs.

For more than a decade, our consultants have supported leaders across the country in achieving their goals while realizing a healthy work/life balance.

MODULE 1: SELF-MANAGEMENT

Those who manage themselves effectively serve as a model of successful leadership for others. This module focuses on strategies and structures that will enable leaders to:

- Accurately prioritize their work
- Manage their workload and time
- Deal with stress in healthy ways
- Delegate effectively
- Develop a deep level of self-awareness



MODULE 2: STAFF DEVELOPMENT

Identifying and developing the talent in your organization is essential to sustained success. This module focuses on strategies and structures that will enable leaders to:

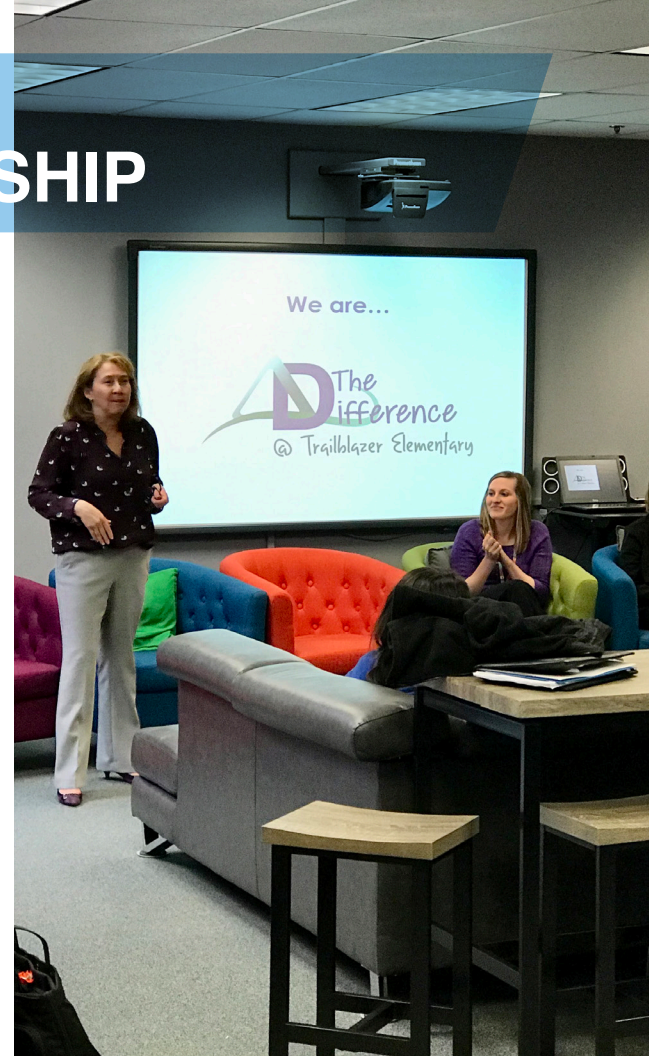
- Develop an understanding of what motivates individuals
- Identify and grow talent
- Design and implement effective meeting structures
- Build a culture of shared decision making
- Design and implement effective hiring processes



MODULE 3: INSTRUCTIONAL LEADERSHIP

Consistent instructional leadership empowers educators to design effective and engaging learning for all. This module focuses on strategies and structures that will support leaders in:

- Understanding what instructional leadership is and is not
- Diagnosing and addressing instructional needs
- Implementing effective coaching models
- Providing actionable feedback
- Developing talent pipelines for sustained success
- Providing impactful professional learning



MODULE 4: STRUCTURES AND ORGANIZATION

How an organization is structured reflects the culture and commitment to common goals. This module focuses on strategies that will enable leaders to:

- Develop staffing structures that align with organizational goals
- Align budgets to the values and priorities of the organization
- Create a professional environment
- Manage difficult situations
- Provide and set standards for outstanding customer service



MODULE 5: MANAGING CHANGE

Organizations that move forward quickly and successfully have commonly understood and utilized approaches for managing change. This module focuses on structures and strategies that will enable leaders to:

- Assess the current state of their organization
- Implement structures for change
- Develop a comprehensive vision and strategic plan
- Design practices that support sustainability
- Maintain the highest standards during times of change



MODULE 6: CONFLICT AND CRISIS MANAGEMENT

Part of every leader's role is to effectively manage conflict and crisis as they arise. This module focuses on structures and strategies that will enable leaders to:

- Initiate and engage in difficult conversations
- Identify and overcome objections
- Mediate situations
- Respond appropriately to challenging situations



MODULE 7: DEVELOPING A POSITIVE CULTURE

Developing and maintaining a positive culture is essential to the success of individuals and the organization as a whole. This module focuses on structures and strategies that will enable leaders to:

- Build a sense of pride throughout their organization
- Set clear and common expectations
- Proactively attend to the overall well-being of employees
- Develop appropriate levels of employee autonomy
- Foster a sense of community
- Prioritize happiness



MODULE 8: EFFECTIVE COMMUNICATION

How a leader engages with and communicates to the communities they serve is often the difference maker in securing high levels of buy-in. This module focuses on structures and strategies that will enable leaders to:

- Set high standards for communication throughout their organization
- Engage successfully with the community
- Implement and maintain successful internal and external communication
- Create environments that reflect their organization's values and beliefs
- Create physical environments that promote their organization's values and beliefs



OPTIONAL ELEMENTS

We offer a one-day team building exercise that can be substituted for one of the modules above. Contact us today to discuss how you can provide this impactful experience to the leaders in your organization.



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“G&D Associates brings a complementary skillset to both our district and building leadership teams that enhances our efforts, develops leadership capacity, refines our thinking, and greatly accelerates the pace at which we are accomplishing our vision and goals. We have a much better product, in a significantly abbreviated timeline, as an end result.”

– Dan Seegmiller
Former Superintendent of Schools
Weld RE-4 School District