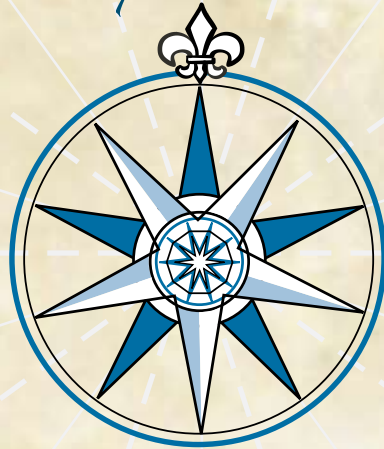


Leadership Development



THE PROGRAM



UNF

Division of Continuing Education

LEADERSHIP DEVELOPMENT

Join us for our leadership development program which comes to you after years of refinement and successful implementation with senior managers and executives throughout North and South America, Europe and the Middle East.

Small and large companies alike enhance their active leader's and manager's skills, while developing organizational competence through the real-time problem-solving exercises built into the program design.

The UNF Division of Continuing Education hosts this leadership program as part of its executive development offerings. This invitational program enables participating companies to send as few as one and as many as five managers from their organizations to participate. Enrollment is capped at 30 participants for the entire group.

Program content is based on a validated development model – seven formal one-day modules over seven months is the proven format. This includes supporting informal learning activities and on-the-job applications between instructional modules.

WHO SHOULD ATTEND

This program is designed for individuals with significant leadership responsibilities in their organizations:

- Presidents
- Vice presidents
- Directors
- Executive team members
- Senior managers
- Upper-middle level managers

WHY LEADERSHIP DEVELOPMENT TODAY

- The business and economic climate is more challenging today than ever
- Competition is global – even if your business is local
- High-performing organizations are increasingly difficult to create and require skilled leaders
- Knowledge workers require a twenty-first century management style
- Customer loyalty has to be re-earned every day
- Financial pressures require that organizations do more with less
- Stability is a thing of the past

*Leadership...perhaps
the only truly sustainable
competitive advantage.*

PROGRAM FORMAT

The invitational leadership development program contains six essential components designed to provide a fully integrated, self-reinforcing learning experience where immediate results are achieved. These six components are:

- Seven full-day instructional modules
- Program manuals and presentation materials
- Learning teams
- Individual coaching available between modules
- Feedback to participant's manager, if desired
- Action learning and real-work implementation

PROGRAM BENEFITS

- Develop participant leadership and management skills.
- Provide one-on-one coaching for extra support on specific work-related applications.
- Develop management skills to complement your organization's technical competence.
- Increase the leadership bench strength your organization will need to further its success.
- Solve your company's real-time problems as program participants apply the program elements to their company situations.

SEVEN, ONE-DAY INSTRUCTIONAL MODULES, one month apart are the integrating vehicles of the program. All facilitated sessions are delivered in an action learning style. The sessions evolve in complexity as the leadership model is developed through the program.

PROGRAM MATERIALS include a comprehensive manual and related powerpoint materials for each of the program modules. In addition to the workshop materials, other related literature is provided: articles, instruments and texts.

LEARNING TEAMS of participants apply real-time on-the-job applications. Participating organizations that send several individuals as a team maximize benefits of the program. Teams of three or more individuals are maintained throughout the duration of the program.

SUPPLEMENTAL INDIVIDUAL COACHING is available from Dr. Resnick between sessions. Individuals may call for personal discussion, clarification and coaching or share materials for feedback via fax or e-mail.

FEEDBACK TO PARTICIPANT'S MANAGER is available before, during and after the program. These sessions include ways to enhance the learning and application of each of the participants. They also provide feedback regarding any organizational issues or opportunities that are identified in the program.

ACTION LEARNING AND REAL-WORK IMPLEMENTATION applied over the seven-month program

- requires each participant to maintain a personal Action Planner that serves as the glue between the sessions,
- places each participant in a learning team and applies real-time work issues through collective action, and
- provides individuals in each learning team assignments for real-time work applications between sessions.



MANAGEMENT



LEADERSHIP

CONTENT DESCRIPTION

During the seven-month invitational leadership development program, each participant will learn, micro to macro, best practices in executing the three necessary skills required in every leadership responsibility:

1. Personal and interpersonal leadership skills and styles (Modules 1 and 2)
2. Performance management and team development skills (Modules 3, 4 and 5)
3. Organizational design and strategic skills (Modules 6 and 7)

PROGRAM DETAILS

The cost is \$3,995 per participant for the complete seven-module program with all related materials, meals and support. Discounts apply for additional participants from the same company.

Courses are located at the University of North Florida University Center located at 12000 Alumni Drive, Jacksonville, Florida.

CONTACT INFORMATION

For more information or to schedule a no-obligation consultation, please contact Tim Giles, director of the UNF Division of Continuing Education at (904) 620-4231, or e-mail timothy.giles@unf.edu.

MODULE ONE – Your Role as a Leader

- Characteristics of effective leaders
- Leadership and management functions – distinctions and overlap
- How to create a vision and establish a strategy-driven organization
- Key concepts of self-management – first things first

MODULE TWO – Enhancing Your Emotional Intelligence

- Principles of emotional intelligence
- Self-assessment and developing your emotional intelligence
- Building leadership style flexibility

MODULE THREE – Leading for High Individual Performance

- Setting expectations and developing purpose statements
- Developing core responsibilities and related measures
- Supporting performance through feedback, coaching and counseling
- Implementing effective performance evaluations

MODULE FOUR – Developing High Performance Teams

- Teams vs. work groups – when to use each
- Team decision-making models – generating synergy
- Creating high-performance cross-functional teams
- Recognizing and preventing groupthink

MODULE FIVE – The Strategic Leadership Process – Vision Through Deployment

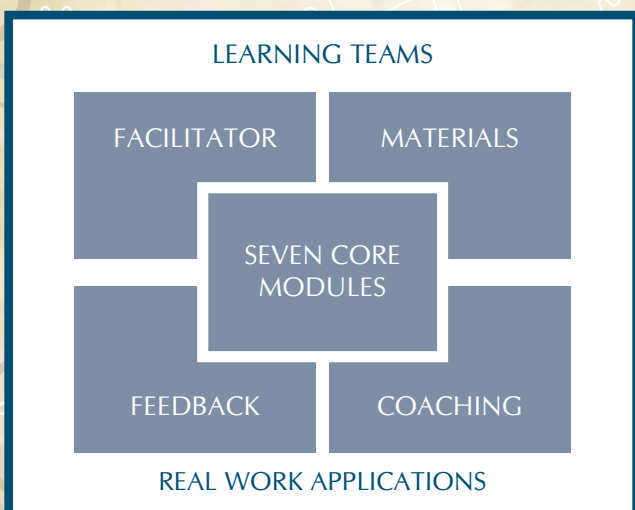
- Expanding a vision into a strategic business plan
- Determining key resource deployment strategies
- Applying the discipline of execution to drive results

MODULE SIX – Leading Complex Projects

- Principles of successful complex projects
- Developing an integrated project execution strategy
- Managing the project and the client for success
- Applying Theory of Constraints for breakthrough cost and schedule reductions

MODULE SEVEN – Guiding Large-Scale Organizational Change

- Organizational model to guide the change process
- Applying the change methodology using organizational leverage points
- Organizational structural design
- Measurement systems to drive performance



PARTICIPATING COMPANIES

Background information

- Offered since 1979 throughout North America, South America, Europe and the Middle East
- More than 10,000 participants
- Hundreds of corporations

In Jacksonville since 2003

- Total of eight Invitational Leadership Development Programs in Jacksonville
- Total of 204 participants in invitational programs
- Total of 10 customized internal Leadership Development Programs
- More than 400 participants in internal Leadership Development Programs
- Total of 48 different participating Jacksonville-area organizations

BANKING AND FINANCE

- Capital Investment Advisory
- CNB
- EverBank
- Option One Mortgage
- PHH Mortgage
- Wachovia

COMMERCIAL SERVICES

- Agency a la Carte
- APAC
- ATS Services
- Colomer, USA
- CSX Transportation, Inc.
- Football Fanatics
- FPIC
- Harte Hanks
- Interchanges, Inc.
- Itel
- Load King
- Meridian Technologies, Inc.
- People Development Partners
- Ponte Vedra Recorder
- Rusty Acres Automotive
- TEA (The Energy Authority)
- UltraTech International
- WB17 TV
- WW Grainger

LOGISTICS

- Atlantic International Distributors, Inc.
- C.H. Robinson Worldwide
- Crown Moving Systems
- ICS Logistics, LLC
- Sea Star Line, LLC

DESIGN-BUILD

- Benchmark Homes
- Kendale Design-Build
- Prosser Hallock
- SJ Design
- Stellar
- The Haskell Company
- Vestcor

HEALTH SERVICES

- Blue Cross Blue Shield of Florida
- Corporate Care Works
- Crucial Care Emergency Medical Doctors
- Momentum HealthCare
- Monument Road Animal Hospital
- PACCA
- PPR Health Care Staffing
- Shands Hospital

PUBLIC SECTOR

- Duval County Public Schools
- Florida Department of Children and Families
- Jacksonville Sheriff's Office (JSO)
- Jaxport
- JEA

NON-PROFIT SECTOR

- Big Brothers and Big Sisters
- Boy Scouts of America
- Catholic Charities
- Cummer Museum
- Downtown Vision
- Family Foundations
- Jacksonville Regional Chamber of Commerce
- Jewish Family and Community Services
- Kesler Mentoring
- Lutheran Social Services
- Multiple Sclerosis Society – North Florida Chapter
- St. Augustine Chamber of Commerce
- Sulzbacher Center
- The MountainTop Institute
- United Way
- Lutheran Social Services



Division of Continuing Education

EXECUTIVE CONSULTING PRACTICE
CORE SERVICES

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