Leadership Development: Leading Edge Learning Modules

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Workshop Facilitators

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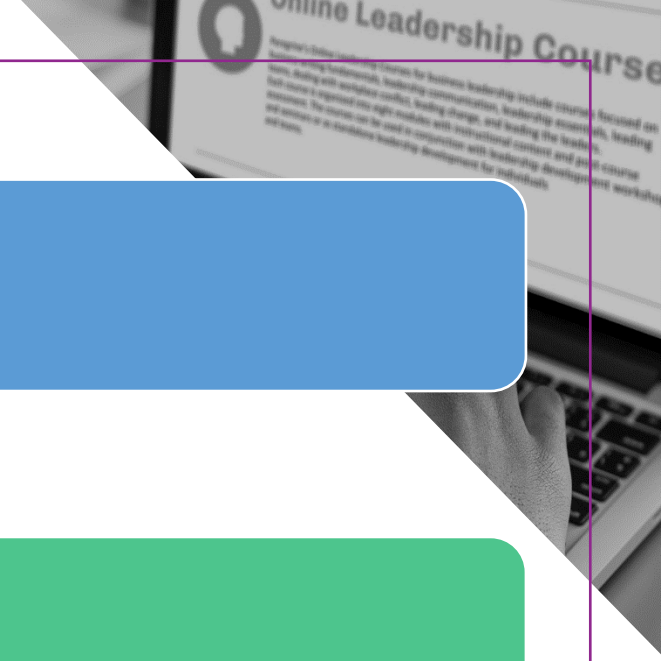
How to Participate



Answer

- Answer poll questions

Ask

- Ask a question in the question pane

Contact

- Contact me with a question

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Presentation Outline

Why Leadership?

Leading Edge Learning Modules

Examples of Leadership Modules

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Poll Question 1

Please indicate your current situation:

__ Need to develop/improve a leadership program for students

__ Need to create/improve a staff/faculty leadership development program

__ Need to meet potential employer requirements and develop our students' leadership skills and competencies

__ I want to develop/improve my personal leadership skills

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LEADING EDGE LEARNING

Leadership Development

Cultivate great leaders with *Leading Edge Learning:*

Competency-Based Modules

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Why Does Leadership Matter?

Consider a bad/poor leader with whom you have worked… what impact did bad/poor leadership have on you and your organization?

Consider a good/effective leader with whom you have worked… what impact did good/effective leadership have on you and your organization?

"The number one reason why people thrive at work is their boss. It's also the number one reason why they quit."

~ Gallup Organizational Study

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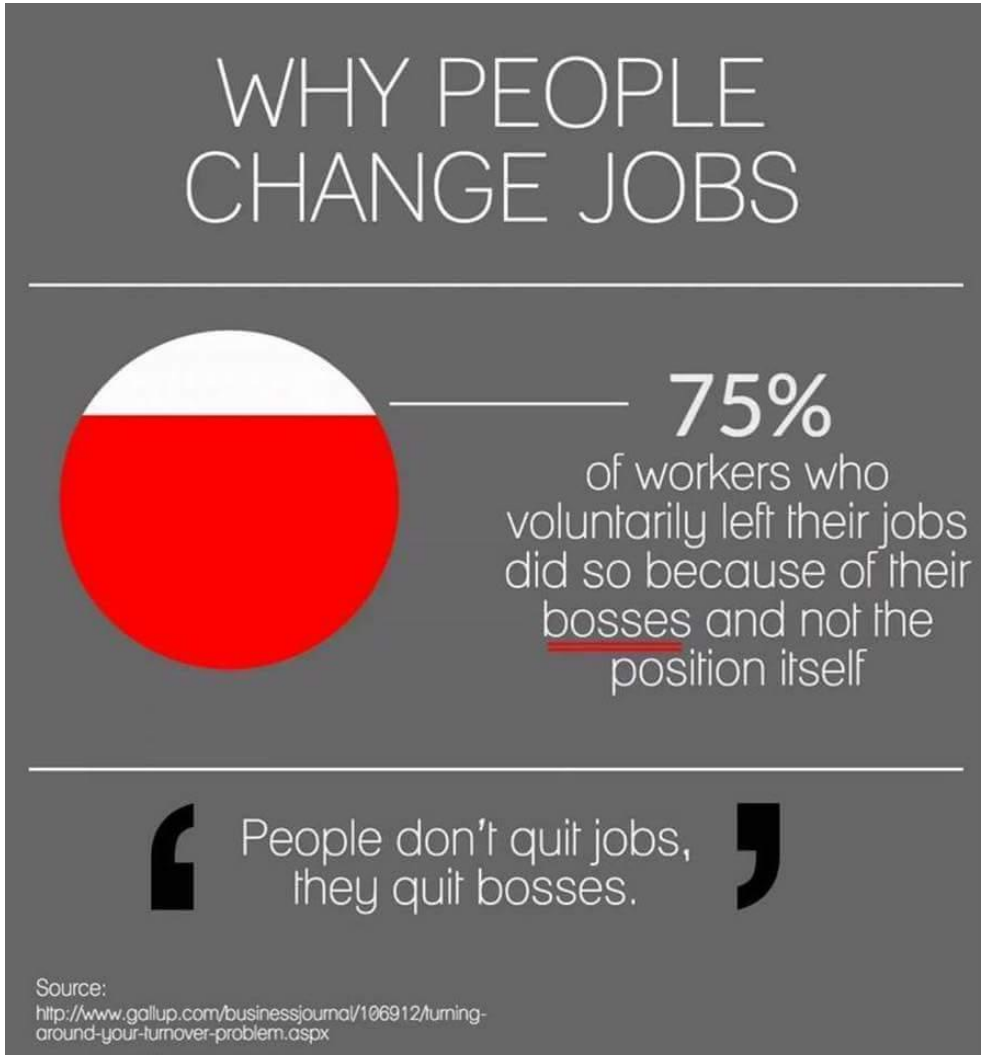
Why Does Leadership Matter?



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Leadership Matters!

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Enable Individuals to Reach Their Full Potential

- No successful team, department, business unit, or organization would be where it is today without effective leadership.
- Effective leadership is always one of the main and primary drivers for growth, development, and innovation.
- Leadership is about inspiring and motivating people to work together towards a common goal.
- Effective leadership is critically important within today's dynamic and diverse workplaces.
- Leadership effectiveness enables both teams and individuals to reach their potential.
- Employers expect higher education to develop leadership competency.

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Admiral Grace Murray Hopper

"You manage things; you lead people."

Grace Murray Hopper (1906–1992)
US Navy Admiral & Computer Scientist

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Who are Leaders?

- Great leadership is not reserved for the great leaders.
- Every person is a leader in a certain setting.
- Leadership starts with people
- Employers expect higher education to develop leadership competency.

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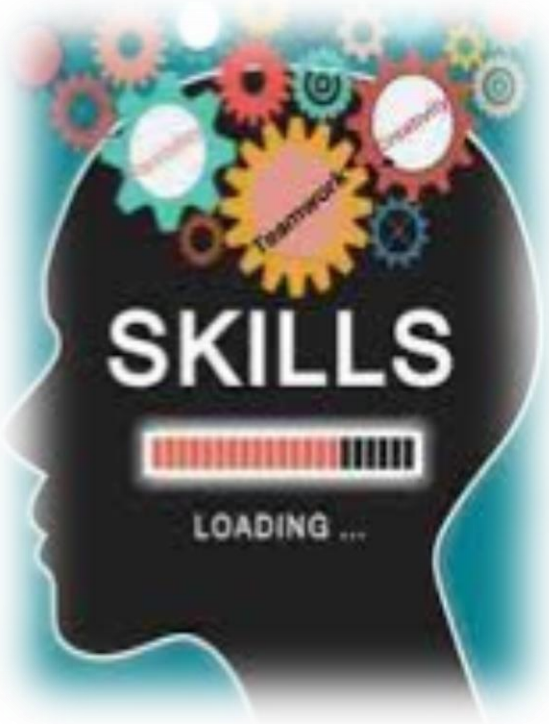
Development of Leadership Competency

Self-reflection and self-awareness

Self-perception and other people's perception

Feedback - EvaluSkills



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NACE – Career Readiness Competencies

Critical Thinking / Problem Solving

Graduates must demonstrate critical thinking and problem solving by gathering and interpreting relevant information to devise solutions.

Oral / Written Communication

Effective employees can articulate thoughts and ideas clearly for different types of audiences.

Teamwork / Collaboration

Graduates must function as part of a team and build collaborative relationships with people from diverse backgrounds.

Digital Technology

Employees should be able to use digital technology ethically and efficiently to solve problems and achieve goals.

Leadership

Employees should be emerging leaders, leveraging others' strengths to achieve common goals.

Professionalism Work Ethic

Solid work ethic and time management are hallmarks of a good employee.

Career Management

Knowing one's strengths and advocating for career goals helps employees be successful in the workplace.

Global / Intercultural Fluency

Successful employees will value diversity and demonstrate inclusivity and openness toward others.

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Poll Question 2:

Which of the following areas do you feel you need to develop/improve in your students (staff/faculty)?

___ Communications

___ Leadership

___ Career Management

___ Emotional Intelligence

Solution by:

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Leading Edge Learning: Competency-based Modules

Content that engages – anytime and anywhere

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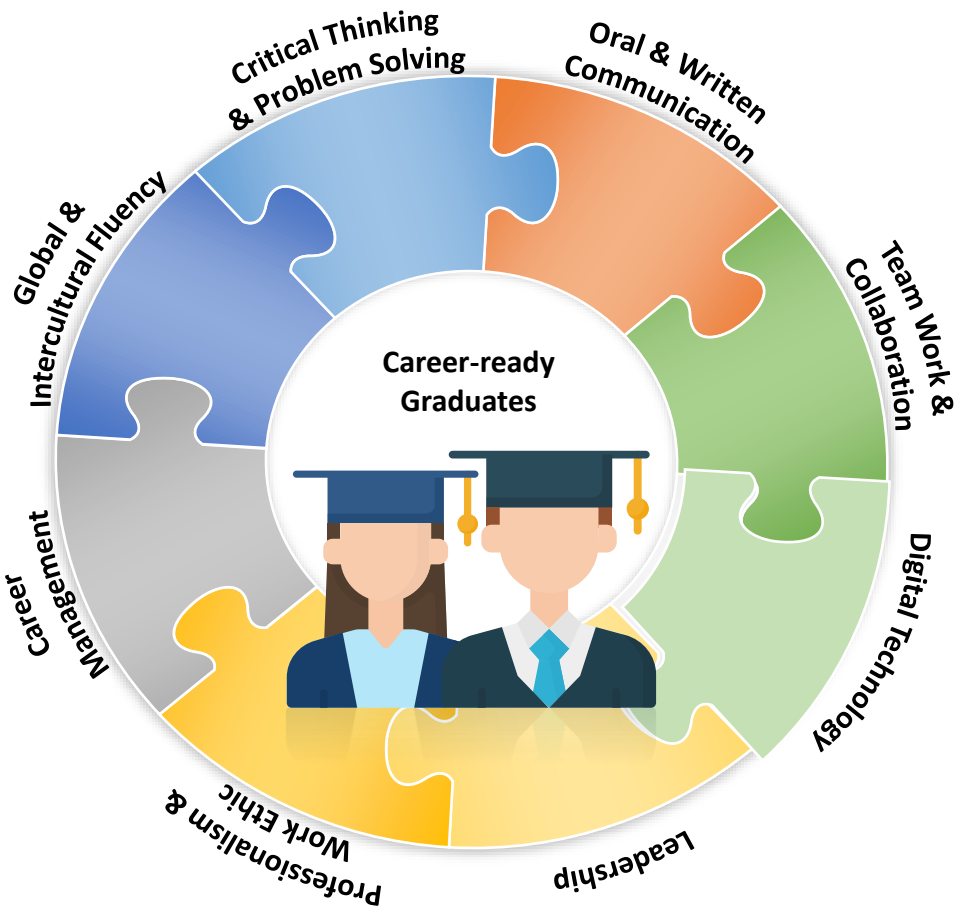
Leading Edge Learning



Online modules that support the development of key workplace competencies.

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Modules for Leadership Development

- Business Ethics (3-5 hours)
- Business Leadership (3-5 hours)
- Delegation (3-5 hours)
- Employee Performance Management (3-5 hours)
- Entrepreneurism (12-15 hours)
- Leadership Communications (3-5 hours)
- Leadership Decision-making (3-5 hours)
- Leadership Essentials (3-5 hours)
- Leadership Foundations (25-30 hours)
- Leadership Refresher (12-15 hours)
- Leadership Styles (3-5 hours)
- Leading Change (3-5 hours)
- Leading Organizations (4 modules, 3-5 hours each)
- Leading Teams (3-5 hours)
- Leading the Leaders (3-5 hours)
- Managing Conflict (3-5 hours)
- Mentoring (3-5 hours)
- Supervision (55-60 hours)

Leadership Development

Available Modules

- Leadership Essentials
- Leading Organizations
- Leading Change
- Leading Teams
- Leading Leaders
- Leadership Communications

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Workplace Skills Development

Modules

- Managing Conflict
- Emotional Intelligence
- Hiring: A Practical Guide for Selecting the Right People
- The Perfect Voice by Roger Love
- Speaking Pro by Roger Love
- Business Writing

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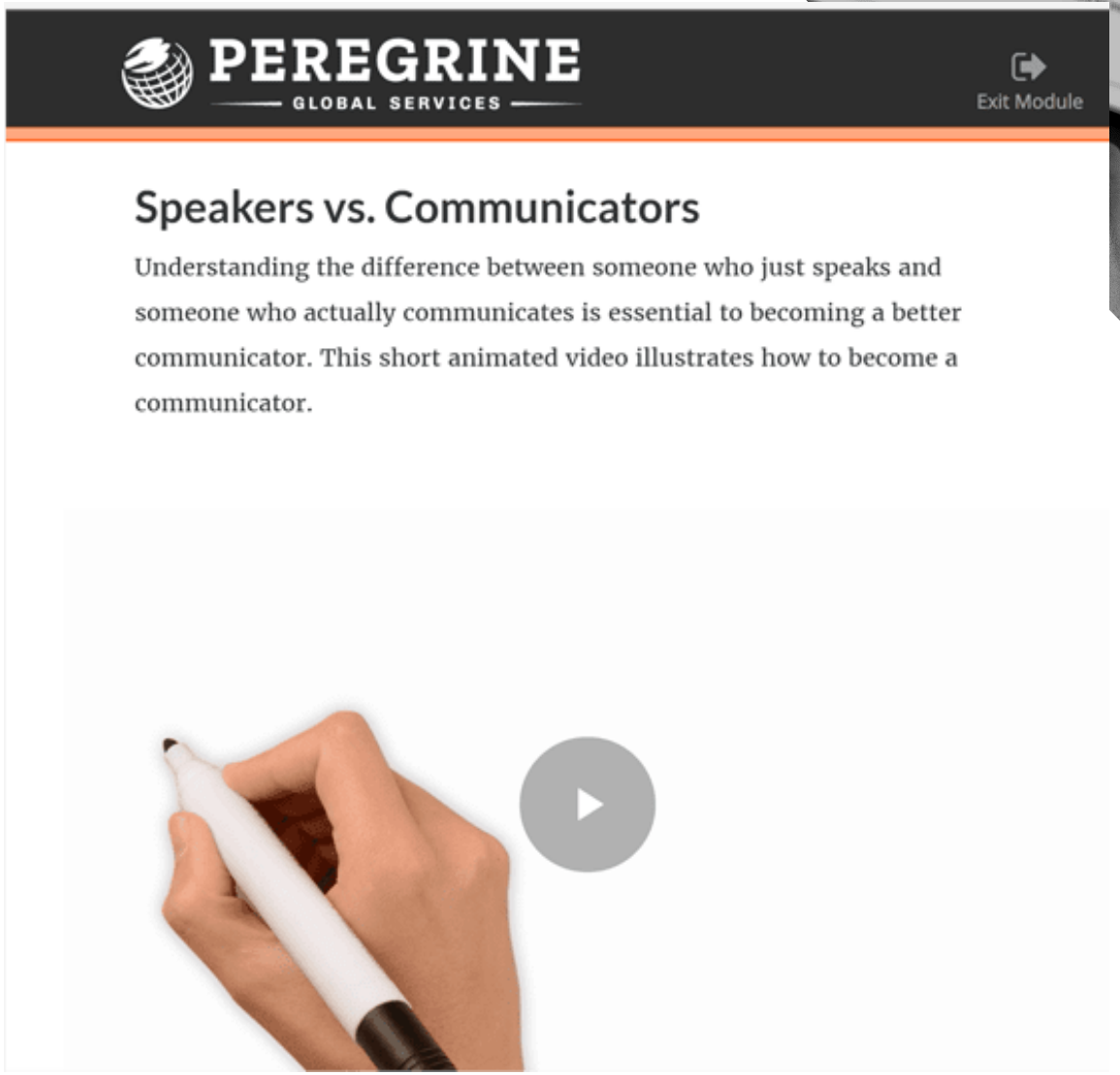
Interactive Learning

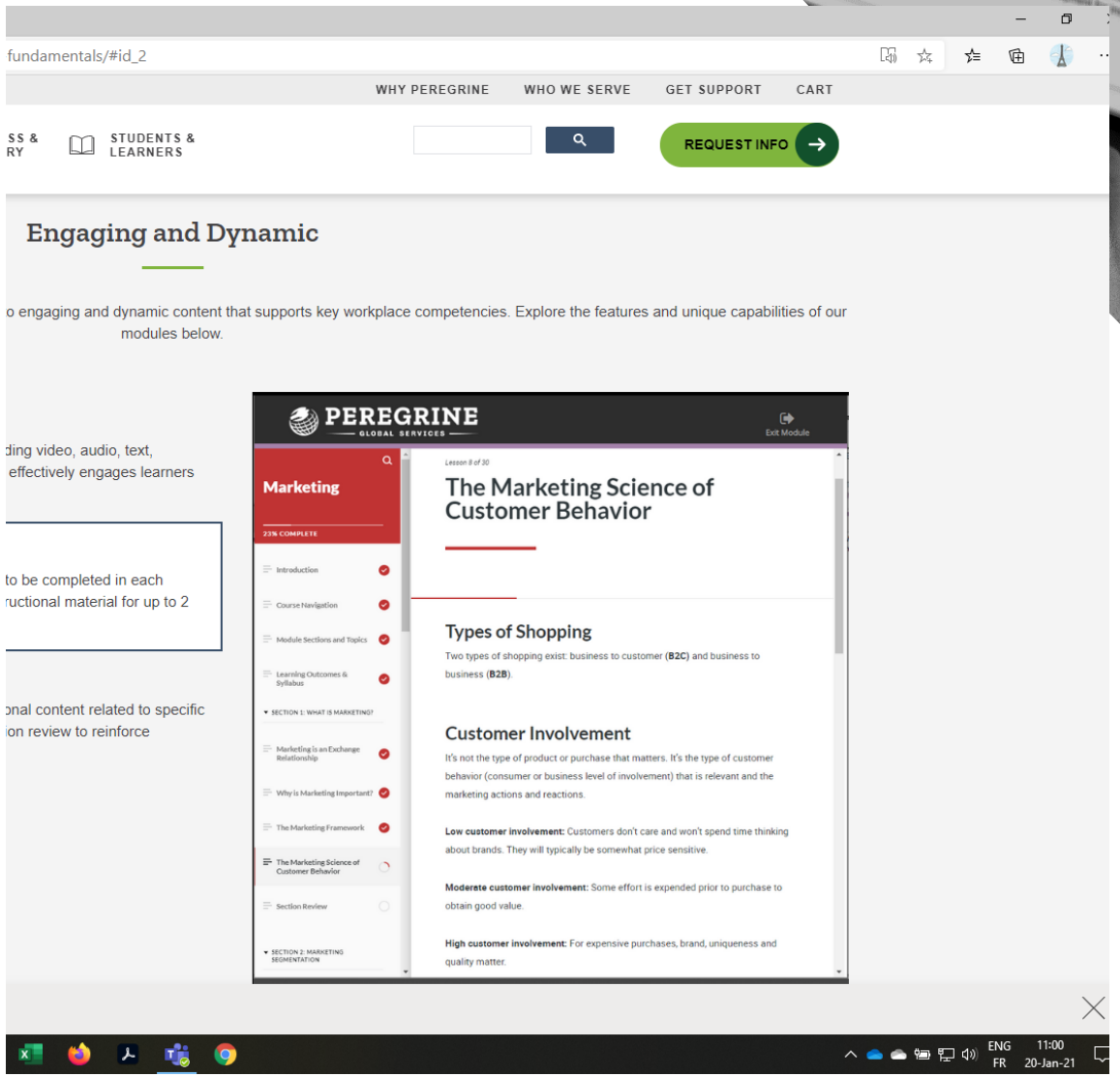
- Modules provide you with a robust assortment of **multimedia** content, including video, audio, text, activities, and quizzes to make learning more engaging.

- Multimedia content effectively engages learners throughout the self-guided learning process.



Module & Navigation

- Easy to use navigation shows what has been completed and what remains to be completed in each module.
- Learners can return to the module with unlimited access to the instructional material for up to 2 years.



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Module Organization

- All modules are organized into sections, and each section includes instructional content related to specific topics.
- At the end of each section, the learner is presented with a short section review to reinforce concepts.

The Learner Experience

- Modules come in a wide range of sizes ranging from 2 to 135 learner hours, depending on the specific topic.

- Choose the solutions that will work best for you.

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Career Management

Solution

Career Management Modules provide learners with the knowledge required to get the job, keep it, and progress successfully throughout the course of their career.

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Organizational Development

Solution

Modules covering a wide-range of leadership topics including Leading Organizations, Non-Profit Board Governance, Succession Planning, and Hiring helps organizations build their capacity to change and achieve greater effectiveness by developing, improving, and reinforcing strategies, structures, and processes.

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Supervisor & Management Training

Solution

Modules including Supervision and Leadership Foundations provide supervisors and managers with the knowledge required to build great supervisors.

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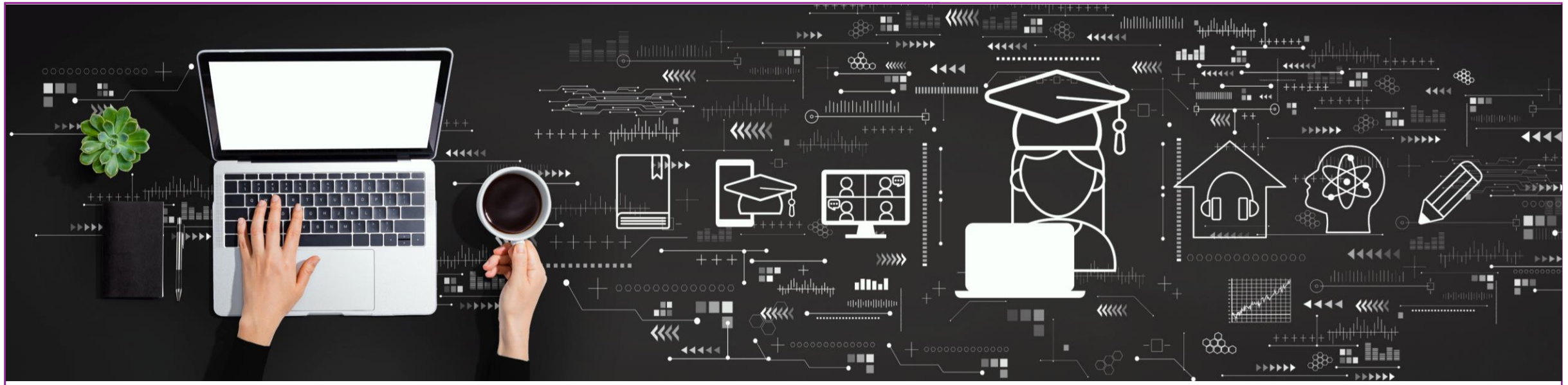
Emotional Intelligence

Incorporating the different human emotions into the workplace will help team members collaborate better, and the workplace will be a happier environment for everyone. Peregrine has developed 4 distinct modules that provide learners with the knowledge and skills required to develop emotional intelligence.



Applications & Best Practices

- **Professional development opportunities for high-potential individuals.**
- **Round out a course on leadership.**
- **Online supervisor/manager training. Include online modules to fill curriculum gaps within courses on leadership.**
- **Include within a career readiness center.**
- **Instructional content for an executive education program.**
- **Components of a career readiness course.**

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Leadership Foundations Module

Learners will gain an understanding of the BE, KNOW, and DO foundations of leadership:

- **BE refers to the character of a leader.**
- **KNOW is the understanding of the technical and people skills.**
- **DO is the exemplification of values and action.**

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Learning Outcomes

The Leadership Foundations module supports the following learning outcomes:

- Define leadership.
- Model the values and attributes of leadership.
- Know their skills of leadership.
- Lead others.
- Maintain ethical standards.
- Lead change.
- Conduct performance management.
- Grow other leaders.
- Practice inspirational leadership.
- Build an enduring leadership legacy.

Leading Organizations Program

Learners will understand:

+ **The transition from senior manager to organizational leader**
+ **Strategic leadership**
+ **Organizational planning**
+ **Various responsibilities related to being an organizational leader**

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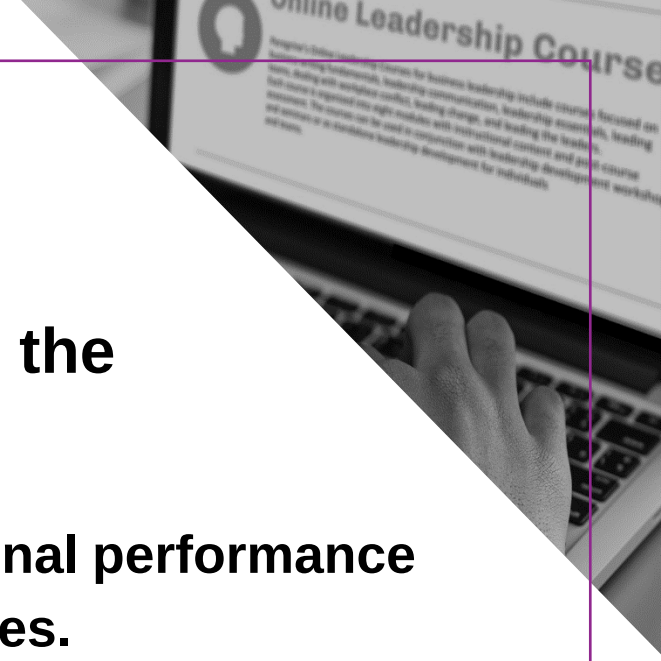
Learning Outcomes



The Leading Organizations 4-module program supports the following learning outcomes:

- Perform organizational leadership activities.
- Understand corporate governance procedures.
- Conduct strategic planning.
- Establish and maintain a customer focus.
- Conduct workforce engagement activities.
- Conduct organizational performance management activities.
- Establish and maintain an ethical culture.
- Perform continuous quality improvement activities.

Leadership Refresher Module

Learners will refresh their knowledge of:

+ **How to influence people**
+ **Grow other leaders**
+ **Lead a team**
+ **Understand personal values**

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Learning Outcomes

The Leadership Refresher module supports the following learning outcomes:

- Create a personal definition of leadership.
- Apply the Start with Why concept to their organization.
- Articulate the values and attributes of leadership.
- Demonstrate the power of positive expectations.
- Delegate to grow other leaders.
- Perform ethical decision-making.
- Become a multiplying leader.
- Perform leadership communications in the workplace.
- Appropriately give and receive feedback.
- Develop and deliver a presentation.
- Perform active listening.
- Know the stages of team development and apply the right leadership approaches for each stage.
- Lead a team through the five dysfunctions.
- Apply the 6 C's of teamwork to their team.
- Manage workplace conflict.
- Lead others to overcome the resistance to change.
- Lead change in the workplace.
- Evaluate a workplace change initiative.
- Lead in the workplace based on the 14 traits of great leaders.
- Evaluate team planning.
- Demonstrate a leadership commitment.
- Evaluate a supervision case study.
- Be an inspiring leader.
- Develop and implement a personal leadership development plan.

Free Module for Webinar Attendees:

SPEAKINGPRO

We are offering free access (for faculty members) to Peregrine's Leading Edge Learning modules: *Roger Love's Speaking Pro* or *Leadership Communications.*

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Final Poll Question 3:

What do you need from us?

__ Access to module: *Speaking Pro*

__ Access to module: *Leadership Communications*

__ An email with more information about solutions

__ A call or a presentation for you and/or your teams

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THANK YOU

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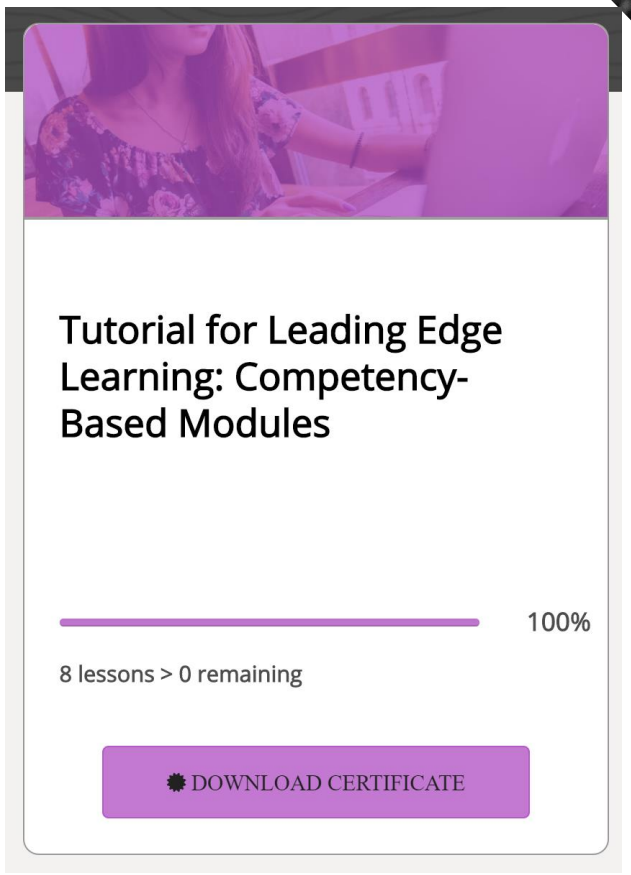
Leading Edge Learning Tutorial

+ **E-mail us at:**

Jamiyansuren@PeregrineGlobal.com



Thank you!

Contact me*:*

Jamiyansuren@PeregrineGlobal.com

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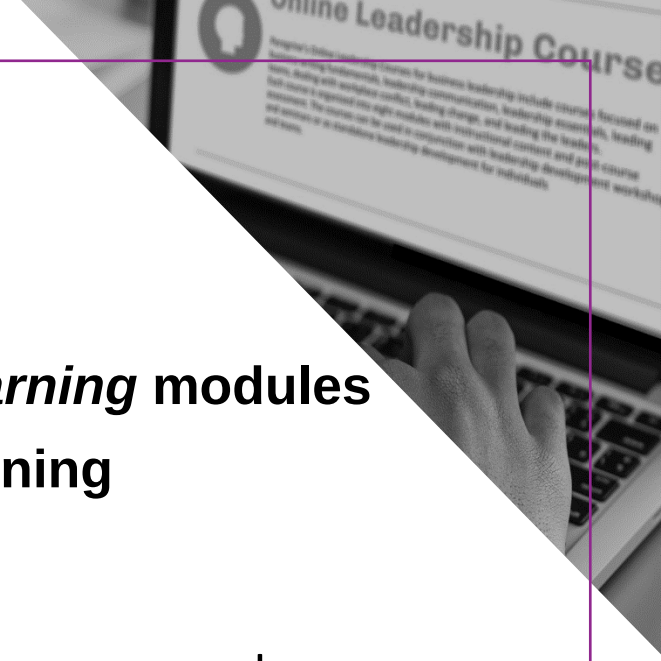
Simple Service Integration



As with all Peregrine services and programs, the *Leading Edge Learning* modules can be readily integrated into any academic program and most learning management systems (LMS) with flexible purchase options.

Sold through the university's bookstore.	Institutional purchase with monthly invoicing.	Learner purchase through self-registration.

Course Integration Options:

+ Through a school-specific and password protected microsite for learner self-registration.
+ Using technical integration with the LMS for automated registrations and gradebook postings. We can integrate with the commonly used LMS platforms.

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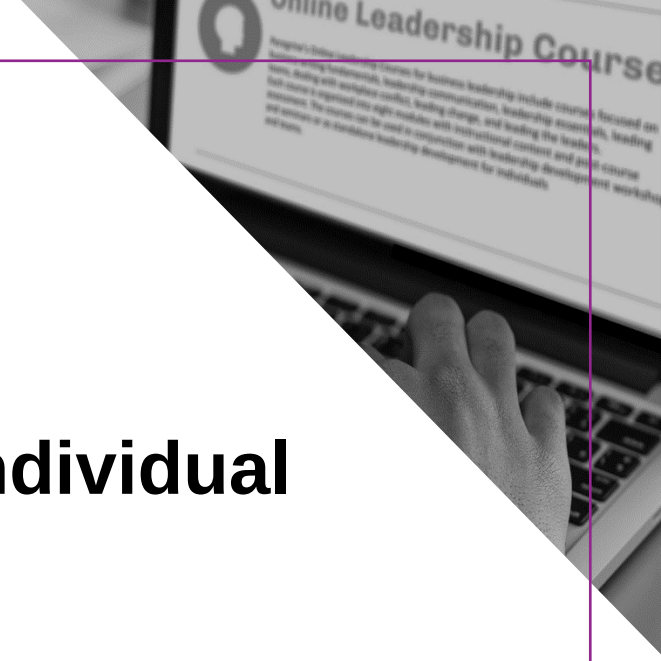
Course Packs



+ **Course Pack Lite** includes a combination of individual topic-based modules up to 15 learner hours.
+ **Course Pack** includes a combination of individual modules up to 60 learner hours.
+ **Course Pack Plus** is a combination of individual modules up to 135 learner hours.

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Service Pricing

Pricing is based on the number of learner hours and the annual expected quantities. As your thought-partner, we'll lend the expertise of our team to collaboratively create a solution that addresses your unique challenges, goals, and timeframe.

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ACADEMICS • LEADERSHIP • PUBLICATIONS

We are catalysts for change.

We believe that we can contribute to improving the quality of higher education.
We believe we can develop values-based leaders who make a difference in our world.
We lead change by leveraging a diversity of talented people across a broad spectrum of disciplines, backgrounds, experiences, and cultures.

Together with our clients and partners, we believe that we can change the world.

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Solutions that promote student success in school and the workplace

Assessment Solutions:

+ EvaluSkills
+ Accounting and Finance
+ Business Administration
+ Criminal Justice
+ Early Childhood Education
+ General Education
+ Global Business Education
+ Healthcare Administration
+ Public Administration

Instructional Solutions:

+ Academic Leveling
+ Academic Writing
+ Classroom Ready News Content
+ Experiential Learning
+ Soft Skill Assessment
+ Workplace Skills Development
+ Filling Curriculum Gaps
+ Leadership Development
+ Organizational Development
+ Emotional Intelligence

Accreditation Solutions:

+ Academic Consulting
+ Assurance of Learning Resources
+ HR Consulting
+ Leadership Development

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