

Strategic Leadership LEAD6257

Course Outline

Description:

Developing and implementing strategy is an essential leadership skill. You will explore the key role of creating a vision that will shape the future of your organization and how to inspire and motivate others to share it. Through the use of assessment instruments, combined with the knowledge and skills developed in the preceding modules, you will develop your own personal plan for what leadership means to you, what it means to your organization, and how you can build leadership capacity in others.

Course Goals:

We wish to co-design a learning environment that is interactive, collaborative, respectful, and thought provoking. Together, we will share ideas and wisdom, learn from one another and value diverse perspectives.

Strategic leadership is about providing the direction to support an organization to succeed. The skills of effective strategy and execution include:

- ✓ Moving from vision to action planning
- ✓ Aligning your organization's leadership, strategy, vision and culture for optimal performance
- ✓ Leveraging organizational and individual strengths and values
- ✓ Crafting a strategy that provides a sense of direction and builds ownership
- ✓ Aligning resources and capacities to propel the organization toward its vision
- ✓ Executing the strategy
- ✓ Managing the tensions, successes and challenges of change.

Strategic leadership is both a skill and an art as effective leaders manage, influence and align a constellation of elements. We hope this course will help to foster your confidence, deepen your skills, and expand your leadership toolbox regarding the practice and art of strategic leadership.

Course Objectives: At the completion of this course, the student will be able to:

- Connect the elements of strategic leadership: vision, strategy, culture, leadership
- Use and practice strategic analysis and action models (Diamond E framework and its triangle of business strategy components)
- Create an action plan to effectively execute strategic initiatives
- Identify and harness individual strengths to enhance leadership
- Craft an effective strategy for building leadership capacity in your organization
- Develop an action plan (strategy execution) for deepening your leadership

Attendance Requirements:

Students are required to attend 100% of class time in order to receive a completion for this course. A grade report can be printed from myWCS.

Code of Student Conduct:

The purpose of the Code of Student Conduct is to define the general standard of conduct expected of students registered at Western University, provide examples of behaviour that constitutes a breach of this standard of conduct, provide examples of sanctions that may be imposed, and set out the disciplinary procedures that the University will follow. For the complete Code of Student Conduct: <http://www.uwo.ca/univsec/pdf/board/code.pdf>.

Course Schedule:

Day One

- Introductions, Course Overview, 'Housekeeping'
- The Paradoxes of Strategy and the Power of Why
- Moving from Vision to Action Planning
- Aligning Leadership, Strategy, Vision and Culture
- Building a Strategy to Shift from *Good to Great*
- The Necessary Art of Persuasion
- Homework: Please be sure to have completed the True TILT Profile. Instructions were emailed to you. Instructions provided in your manual.

Day Two:

- Strategy: Analysis and Action
- Action Planning: The Art of Execution
- You, the Strategic Leader
- Course wrap-up

Evaluation Method:

As part of the course/instructor evaluation, a survey will be sent to you electronically by Continuing Studies. You will be asked the following questions. Please consider these throughout the course.

1. How would you rate your overall experience?
2. Please indicate your agreement with the following statements:
 - a. The course content was relevant and valuable.
 - b. The instructor conducted class sessions in an organized, well-planned manner.
 - c. The instructor explained concepts clearly.
 - d. The instructor displayed enthusiasm and energy in conducting class sessions.
 - e. The instructor made me feel comfortable in the learning environment.
 - f. The instructor encouraged my participation and interaction.