

Southwest Florida Leadership University 2018 - 2019

Core Tenet	Strength Based Leadership	Re-thinking Thinking	Teamwork and Collaboration	Transformational Leadership
	Session #1 – Two Days	Session #2 – One Day	Session #3 – One Day	Session #4 – Two Days
Learning Objectives	<p>Assess leadership strengths.</p> <p>Discuss current trends in aging services</p> <p>Define crucibles and their influence on self-development.</p> <p>Describe appreciative inquiry process for application to learning and growth.</p>	<p>Define the components of emotional intelligence (EI).</p> <p>Conduct self-assessment of EI</p> <p>Describe how EI complements right brain thinking in decision making and problem solving.</p> <p>Explore the process of critical thinking.</p> <p>Explore strategies for effective processing of information.</p>	<p>Explore the philosophy of employee first culture.</p> <p>Describe method for conflict resolution.</p> <p>List techniques for coaching and the use of questioning.</p> <p>Identify risks for generational differences and strategies for leading effective teams.</p> <p>Explore a framework for enhancing communication.</p>	<p>Describe the characteristics of a transformational leader.</p> <p>Learn the behaviors of a change agent.</p> <p>Explore change models and requirements.</p> <p>Identify characteristics of an ambidextrous organization.</p> <p>Present trend project.</p> <p>Develop personal plan for professional development.</p>
Key Concepts	<ul style="list-style-type: none"> • IQ vs EI • Self-Reflection • Vision/Mission • Leadership DNA • Softball Questions • Trends in Aging 	<ul style="list-style-type: none"> • Emotional Intelligence • Relationship Building • Lateral Thinking • Critical Decision Making • Coaching Others for EI 	<ul style="list-style-type: none"> • Effective Communication • Internal/External Motivators • Conflict Management • 21st Century Workforce • Team Building • Employee Appreciation 	<ul style="list-style-type: none"> • Changing Models of Care • Resilience • Change Leadership • Driving/Restraining Forces • Work/Life Balance • Goal Setting
Curriculum	<p><i>CliftonStrengths</i></p> <p><i>Why video</i></p> <p><i>Leadership (Speaker)</i></p> <p><i>Primal Leadership Book</i></p>	<p><i>EI Assessment</i></p> <p><i>Ladder of Inference Tool</i></p> <p><i>Shackleton video</i></p> <p><i>Six Thinking Hats</i></p> <p><i>Leadership Speaker</i></p>	<p><i>7 Cs of Communication</i></p> <p><i>Team Leader Assessment</i></p> <p><i>Interest Based Relationship Model</i></p> <p><i>Coaching with Questions</i></p>	<p><i>Our Iceberg is Melting video</i></p> <p><i>Making Innovation Work: Ambidextrous Organizations in the Seniors Housing and Care Industry</i></p> <p><i>S.M.A.R.T. Goals</i></p> <p><i>SurTHRIVELeadership</i></p>



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Dates of Sessions:

- Session #1 – December 4th & 5th, 2018. Sessions scheduled for 9:00am – 4:00pm
- Session #2 – February 13th, 2019, Session scheduled for 9:00am – 4:00pm
- Session #3 – May 8th, 2019, Session scheduled for 9:00am – 4:00pm
- Session #4 – August 20th and 21st, 2019. Sessions scheduled for 9:00am – 4:00pm

Expectations of Participants:

1. **Attend each session.** Be on time and ready to go with notebook and journal. Absences only in the event of an illness, emergency, or health department visit in progress. All absences must be reported to session coordinator in advance of session. Please communicate to staff at your site that you will be unavailable during sessions unless there is an emergency. Please limit calls to breaks when possible.
2. **Be fully engaged.** You will be asked to turn cell phone off during session. Plenty of opportunities will be provided to check for messages during breaks. No technology use during sessions except for aging trends discussion. Your organization is investing in your learning so take advantage of the opportunity!
3. **Come prepared to learn and participate.** Ensure that you have completed any readings or activities assigned in advance of class. Much of the class will be focused on assessments, personal reflection, small group discussion, outside speakers, and activities to reinforce leadership concepts.
4. **Get to know other attendees.** You will be spending time together during sessions doing small group work and activities. Getting to know others provides the opportunity to learn and build relationships with others in the field of aging. Your active participation is expected as part of your participation in Leadership University.
5. **Dress is business casual.** Feel free to dress comfortably but remember that layers are best as fluctuations in room temperatures are difficult to control. Continental breakfast and lunch will be provided. If you have any special dietary needs, please let the session coordinator know in advance of the first session.
6. **You will be asked to complete a trends project and presentation.** It will be done in conjunction with other attendees, The purpose of the project is to utilize your leadership skills and bring value to your organization. You/your group will do a presentation of your trend during the final session.
7. **A graduation event and reception will be held on the final day.** You must attend all six sessions to participate in graduation. Your supervisor will be invited to attend the event and celebrate your graduation! *Have fun and get to know others from the Southwest Florida healthcare and aging services community!*

