LeaderSHIP© - *Riding the new wave of how we approach work and lead teams.*

COURSE SYLLABUS

PRESENTER: Rudy Bailey, MBA, CCMP

FORMAT: Virtual (via Zoom) 6.0 hours total, offered across 4-session dates. (See pg.4)

COURSE TITLE: LeaderSHIP: Riding the new wave of how we approach work and lead teams.

CONTACT INFORMATION:
Phone/Text: 302-399-3141
Email: rudybaileyjr@outlook.com
Office Hours: Fridays 8am-7pm EST
Speaker Profile/Background (see page 5)

Scan Registration QR Code

PRIMARY AUDIENCE:

Existing or aspiring leaders working in healthcare or other business/organizational settings.

WHAT SETS THIS COURSE APART?

This ONE course covers several important leadership topics. It seeks to help leaders to navigate recent and emerging post-pandemic trends that have occurred in the workplace with deeper sensitivity and awareness. Some of the key challenges that will be discussed in this course series include leading hybrid and remote work teams, dealing with staff turnover, shifting workplace demographics, and responding to the lingering psychological impacts of the pandemic. Continuing Education Units (CEU's) are available upon completion of this course series.

COURSE DESCRIPTION:

This four-session virtual course is designed for the busy leader looking to increase their knowledge and capacity to address contemporary workplace concerns. In an atmosphere of high turnover and sinking morale, the need for leaders to take the helm and creatively captain the proverbial ship has never been greater. This course will introduce (12) critical skill-sharpening leadership competencies across (4) domains using the SHIP acronym of: STEERING, HONING, INFLUENCING, and PROMOTING. These dynamic LIVE virtual sessions presented with a fun nautical theme, will highlight how you as a leader are either managing change or change is managing you. Participants who complete the entire curriculum will receive a certificate of completion with corresponding continuing education credits to validate mastery of these core leadership imperatives.

CORE LEADERSHIP COMPETENCIES:

Resiliency, Accountability, **Self-Awareness/Self-Management**, **Conflict Management, Diversity, Equity, and Inclusion**, **Tact and Diplomacy**, **Emotional Intelligence**, **Creative Problem-Solving**, **Unconscious/Implicit Bias**, **Teambuilding**, **Change-Management**, **Growth Mindset**, **Servant Leadership, Coaching/Mentoring**

MAJOR INSTRUCTIONAL GOALS and LEARNING OBJECTIVES:

DOMAIN A: STEERING

Learners will examine *DIRECTIONAL* leadership behaviors that constitute "steering" teams towards successful outcomes. Information will also be shared on how leaders can set a course of action and mitigate organizational drift. Analysis of the recent shifts in the changing work environment and the need for leaders to make "course-corrections" will also be introduced.

Learning Objectives: By the end of this session participants will be able to:

A-1   Identify the components that comprise being an accountable and inspirational leader who sets the tone, purpose, and direction for the team.

A-2   Demonstrate fluency and deeper effectiveness in communicating organizational purpose, vision, and goals to address the seismic shifts occurring in today's workplace demographics.

A-3   Identify and leverage the collective aspirations and talents of work teams in a hybrid work environment where remote work is the new normal while continuing to serve internal/external customer needs.

DOMAIN B: HONING

Learners will examine the *EMOTIONAL* behaviors that constitute 'honing" the skills, abilities, and competencies of yourself and others to create a winning workplace team. Proposed strategies to address current challenges and anticipate evolving workplace needs will be explored with insights on how to leaders can more effectively attract, retain, and develop talent.

Learning Objectives: By the end of this session participants will be able to:

B-1   Explore the differences between 'help' and 'enabling' and how leaders can develop those around them in a manner that creates shared ownership and residual impact.

B-2   Formulate effective leadership responses to toxic workplace behaviors in a manner that invites cooperation and fosters deep commitment towards culture change.

B-3   Explore ways to enhance the relational skills of the team to encourage harmony and alignment with the goals, objectives, and mission of the organization especially within a hybrid work environment.

DOMAIN C: INFLUENCING DOMAIN

Learners will be introduced to the *RELATIONAL* aspects and behaviors that influence productivity and inspire positivity in the workplace. Tools and insights will be shared to help improve the leader's ability to better analyze, respond to, and leverage the social connections and framework of teams necessary to influence sustainable change across the organization.

Learning Objectives: By the end of this session participants will be able to:

C-1   Examine the components necessary for creating a culture of openness that invites collaboration and moves from the traditional communication model of (iTalk) to the art of engaging in meaningful conversation (weTalk).

C-2   Discuss the science of appreciation and how leaders can influence change and future performance by exhibiting emotional intelligence towards team members.

C-3   Evaluate the impact of employee engagement and its effect upon morale, retention, and professional quality of life.

DOMAIN D: PROMOTING

Learners will develop a thorough understanding of the ***PSYCHOLOGICAL*** impacts of the twin pandemics as it relates to leading teams in today's complex workplace. Tools and insights will be shared to help improve resiliency, deal with resistance, and to effectively promote change management efforts. Further, this segment will address the leader's competency to serve as an advocate, thought leader, and culture change champion. Diversity Equity, and Inclusion, and the ways in which key leadership behaviors can promote employee well-being and increase professional quality of life will also be introduced.

Learning Objectives: The student will:

D-1   Identify and discuss the types of questions and conversations that need to occur in the workplace to foster Diversity, Equity, and Inclusion in a manner that reduces the silo effect and creates cross-functional collaboration and team cohesion.

D-2   Evaluate the dissension caused by ambiguity, role confusion, and mixed messages and the ways in which the leader can effectively promote change management initiatives.

D-3   Identify the (3) leadership "superpowers" (behaviors) necessary to promote resiliency and a change management philosophy/vision necessary to create sustainable change.

TEACHING METHODOLOGY:

A. Teaching Methods:

Distance learning course (Zoom platform)

Interactive lecture accompanied by a participant handout to enhance the overall learning experience. The course will include evidence-based research and best practices from various sources across multiple spectrums such as healthcare, business, and academia.

Curriculum Overview:

Course Title	Core Leadership Competencies
Module I –Steering or Drifting!	Accountability Creative Problem-Solving Self-Awareness/Self-Management
Module II – Avoiding Mutiny on the Ship!	Conflict Management Coaching/Mentoring Team Building
Module III – Ships Ahoy!	Emotional Intelligence Unconscious Implicit Bias Diversity, Equity, and Inclusion
Module IV –All Hands-on Deck!	Change Management Growth Mindset Servant Leadership

B. COURSE SCHEDULE:

Week at a glance schedule.

COURSE DATES	TIMES	COURSE MODULES
Thursday, July 7, 2022	1:00 pm-2:30 pm EST	Module I
Thursday, July 14, 2022	1:00 pm-2:30 pm EST	Module II
Thursday, July 21, 2022	1:00 pm-2:30 pm EST	Module III
Thursday, July 28, 2022	1:00 pm-2:30 pm EST	Module IV

C. Course Registration Information

1. **Registration**: pre-registration is required to attend the sessions series. Registration will be handled through the Eventbrite registration platform. **Please note that an archived version of the session will be made available to registered users in the event you are unable to attend one or all of the LIVE sessions.**

2. **Cost**:

   - The cost to attend each module is $89.00. All major credit cards are accepted with secure payment processing handled through the Eventbrite site.

   - Cancellations and refunds must be requested in advance and prior to the start date of the course. Refunds cannot be processed once sessions begin. To cancel your registration please email rudybaileyjr@outlook.com.

D. Course Access Information

All sessions will be conducted via Zoom Platform:

The Zoom course link will be provided upon successful registration at the Eventbrite site.

Attendance key points:

- Leaners are encouraged to test all technology and connection issues prior to the sessions and login a few minutes early to ensure a smooth learning experience.
- Please no sharing of session access. Certificates of completion will only be awarded to the registered person's name without exception.
- Missed sessions can be accessed via an archived version of the class. An email will be sent with the corresponding link to the recorded version.
- All questions or concerns can be emailed to the instructor rudybaileyjr@outlook.com.

CEU Information:

Continuing Education Credits (CEU's): Successful completion of all four leadership sessions will result in learners obtaining a total of 6.0 CEU's awarded through the Delaware Board of Nursing. In most cases, these nursing CEU's are honored by and can be also applied to continuing education requirements for Nursing Home Administrators (NHA's), Social-Workers, and other allied health professionals. However, please check with your organization's guidelines.

Student Code of Conduct: RGP Consulting LLC is committed to establishing a community of individuals who come together to learn, work, and grow in their professional aspirations. Students are to conduct themselves in a mature and responsible manner that demonstrates commitment to the ideal of honorable behavior for oneself and the community as a whole.

Changes to the Syllabus: The instructor reserves the right to change the contents of this syllabus due to unforeseen circumstances. Changes will be communicated to students via an email announcement. Students are encouraged to check their spam folder to help ensure receipt.

PRESENTER PROFILE:

Rudy Bailey is a freelance motivational speaker and managing partner of RGP Consulting LLC, a training and consulting startup launched in 2018. Rudy has an extensive background in various leadership roles over his 25-year career in the private and public sectors. Rudy has spent the past decade working in the long-term care industry where he currently serves in a leadership capacity with oversight of designing and implementing training for organizational leaders and direct care staff in skilled-nursing home (LTC) and community-based settings.

Rudy holds a B.S. degree in Healthcare Management, and an MBA in Organizational Leadership in addition to being a Prosci-Certified Continuous Improvement and Change Management Practitioner. He also holds a Project Management Certificate from the University of Delaware, and a Diversity, Equity, and Inclusion Certificate from the University of South Florida. Rudy is the recipient of the LTC Director's Award for leading an organization-wide sweeping culture change initiative to improve employee morale through the co-creation of an original training called the Power of You, which focuses on the (8) laws of personal engagement. Nearly 90% of all program attendees found the program to be highly memorable and impactful to their individual job roles. Rudy's true passion is helping organizations to achieve lasting culture change and transformation. On a personal level, Rudy resides in Dover, DE, and enjoys going to smooth jazz concerts, traveling, and getting to spend time with his wife, 3-adult children, and very first grandchild amongst other fun stuff!

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