

STRATEGIC LEADER CERTIFICATION

It's not enough to rely on prior wins to help your company reach the next level and progress in your career. You will need to address emerging leadership challenges with new skills and strategies. If you want to maximize employee engagement, master communication skills, and prevent performance from plateauing start by becoming a Strategic Leader.

ADVANCED COURSES

- Becoming an Influential Leader
- Strategy, Scorecards, & Accountability
- Mastering Crucial Conversations & Communication
- Leading Organization Change
- Staying Coachable

COURSE REQUIREMENTS

Complete the 5 advanced courses. Courses are in-person, half-day and can take place at the Manufacturers Alliance Training Center or at your facility.

LEADERSHIP DEVELOPMENT ASSIGNMENTS

Assignments will be given after each course so that individuals demonstrate their ability to apply what they learn, company leadership teams share in the benefit, and new leadership behaviors are practiced at work.

TOOLS & TEMPLATES

Templates are available online to help you apply the techniques learned.

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BECOMING AN INFLUENTIAL LEADER

Leaders that use influence excel at attracting, developing, and retaining team members. But how do you know what traits of yours are effective? This course will help you develop your own approach to positively influence and get work done through others.

This course will help you address these leadership challenges:

- You need to lead your team without micromanaging and telling people what to do
- You don't know how to drive higher levels of engagement and reduce turnover
- You're not sure how to build rapport with a diverse workforce
- You have positional power, but don't really want to use it
- You want to serve your team, but feel like you hit your own limits and capacity

STRATEGY, SCORECARDS, AND ACCOUNTABILITY

Leaders that know what is at stake give their team a reason to get results and don't worry about putting posters on the wall. This course helps attendees develop priorities that have resources, scorecards that provide feedback, and accountability to reach commitments.

This course will help you address these leadership challenges:

- If everything is a priority, nothing is a priority, and you don't have the resources for that
- You don't know how to avoid getting caught up in fire fighting
- You can't see future possibilities and translate them to strategies everyone can relate to
- Your team struggles to use metrics to make better decisions
- You're struggling to hold others accountable to meet commitments

MASTERING CRUCIAL CONVERSATIONS AND COMMUNICATION

Leaders increase their effectiveness, prevent conflict, and serve as an example for others by being clear and collaborative. This course will help ground your communication in empathy and develop leadership presence.

This course will help you address these leadership challenges:

- You're avoiding the dreaded "hard" people conversations
- You don't address difficult issues and say what needs to be said
- You're not sure how to effectively communicate in a variety of settings
- You're unsure how to adapt your leadership style to each unique situation
- You don't know how to create milestones and symbols to rally support behind the vision



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LEADING ORGANIZATIONAL CHANGE

Leaders that move the business forward must understand the current state of the business, team dynamics, and process flow. If you don't, your change won't be sustained. This course will help you lead changes that will connect silos, remove tunnel vision, and improve the way work gets done.

This course will help you address these leadership challenges:

- You need to learn how to maneuver through policy and politics diplomatically
- You don't know how best to reject your boss's low-impact ideas or fad technologies
- You don't know how best to collaborate with cross-functional leaders and external partners
- You're not sure how to make the best decision, when will an 80% solution suffice?
- You struggle to create organization-wide energy and optimism for the future

STAYING COACHABLE

Leaders that sustain high levels of performance know that what got them here will not bring them to the next level. This course will help you find practical ways to make sure your success as a leader lasts.

This course will help you address these leadership challenges:

- You struggle supporting everyone, getting everything done, and making time for learning
- You're worried about sustaining performance in your new leadership role
- You're worried that people tell you what they think you want to hear
- You know your leadership style has blind spots, but you're not 100% sure what they are
- You used to crave feedback and wish you still had the zeal and time for it