

# Practicing Positive Leadership

Motivating, Energizing and Aligning Teams



## DURATION

5 weeks



## TIME COMMITMENT

About an hour per day



## CERTIFICATION

Michigan Ross Certificate of Completion



## TARGET AUDIENCE

All levels of leadership



## Enroll Your Team

[www.corpu.com/programs](http://www.corpu.com/programs)



## About this Program

Positive leaders are not born that way. Instead, they choose to practice positive skills every day and do not allow fear and anxiety to dominate their behaviors and attitudes. This program incorporates techniques and behaviors that help participants build an intentional culture of positivity and engagement.

Participants will utilize positive communication tools and approaches to proactively lead team members while learning how to create and sustain an authentic culture where personal values align with the mission of the organization.

## Outcomes:



Assess personal and organizational positive practices and act on strengths and areas for improvement.



Explore differences in organizational cultures of abundance and scarcity and take steps to create an abundance culture.



Understand the relationship between employee engagement and the common metrics of profit, productivity, customer engagement, and employee retention.

## Participants Will:



Create a positive work climate by practicing expressions of gratitude.



Set and commit to a 1% achievement goal to make a significant difference on their lives.



Explore and identify the authentic purpose of their organization.

# Program Structure

PRACTICING POSITIVE LEADERSHIP

## WEEK ONE

### The Importance of Positive Leadership

- Review the business case for positive leadership
- Discover the attributes of positively energizing leaders and why they get results
- Learn to develop positive energy networks

## WEEK THREE

### Positive Leadership in Action

- Learn the five key dimensions of empowerment
- Understand when to use coaching versus counseling
- Explore differences of defensiveness and disconfirmation

## WEEK FIVE

### Becoming a Purpose Driven Leader

- Work in teams to refine the organization purpose with statements that make it clear and meaningful
- Assess the leadership team's capabilities for modeling purpose-driven behaviors
- Discuss and discover how to ensure an authentic higher purpose is the arbiter of leadership decisions

## WEEK TWO

### Engaging and Changing your Culture

- Review the Griffin Hospital Case Study as an example of positive leadership in action
- Leverage new techniques to move teams through stages of development
- Apply three strategies for improving engagement

## WEEK FOUR

### Competing Values in Positive Leadership

- Evaluate the Competing Values Framework
- Map and evaluate your Competing Values Framework assessment results
- Create a positive leadership action plan to make 1% difference through small wins



**The information is valuable and applicable to every organization. Even the best-run companies can improve and should find value from the course.**

*Past participant | Financial Services Industry*

# About the Experts

PRACTICING POSITIVE LEADERSHIP



**Kim Cameron**

- William Russell Kelly Professor of Management and Organizations in the Ross School of Business at the University of Michigan
- Associate Dean of Executive Education in the Ross School
- Served on the National Research Council and was a Fulbright Distinguished Scholar



**Robert E. Quinn**

- Professor Emeritus at the University of Michigan, Ross School of Business
- Cofounder of the Center for Positive Organizations at the University of Michigan
- Top 1% of professors cited in organizational behavior



**Anjan V. Thakor**

- John E. Simon Professor of Finance, and Director of the WFA Center for Finance and Accounting Research in the Olin School of Business at Washington University in St. Louis

Created in Partnership with:



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