

# BUILD

## Butler University IndySHRM Leadership Development



### Curriculum – Spring 2019

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| <p><b>Friday<br/>February 1</b></p> <p>8:30am-<br/>4:00pm</p> | <p><b>Catalytic Leadership</b></p> <p>We need to reconsider the notion of leadership such that more people in the organization will be encouraged and equipped to lead. Catalytic leaders, or catalysts, may not be recognized as leaders due to the fact that they aren't the CEO and aren't seen as a "star." But they do exist and the value they provide is to make others around them better.</p> <p><b>Learning Objectives:</b></p> <ul style="list-style-type: none"> <li>• Develop the leadership mindset that you can positively impact the organization now</li> <li>• Identify and build on the 12 skills demonstrated by catalysts</li> <li>• Develop an ability to identify catalysts in your organization</li> </ul>                               |
| <p><b>Friday<br/>March 1</b></p> <p>8:30am-<br/>4:00pm</p>    | <p><b>Building a High Performing Team</b></p> <p>Working in teams is a necessary part of almost all organizations. Teamwork, however, is often associated with frustration, conflict, and wasted time. As organizations increasingly turn to the use of teams, it is important for leaders to learn how to overcome these pitfalls and to capitalize on the strengths of groups.</p> <p><b>Learning Objectives:</b></p> <ul style="list-style-type: none"> <li>• Understand how to develop high-performing team skills</li> <li>• Develop coaching frameworks that allow you to deepen your ability to listen, learn, and influence</li> <li>• Provide clear, direct feedback that results in positive impact</li> </ul>   |
| <p><b>Friday<br/>April 5</b></p> <p>8:30am-<br/>4:00pm</p>    | <p><b>Identifying and Communicating with Other Stakeholders</b></p> <p>Our day-to-day interactions often involve individuals from a variety of stakeholder groups. Whether these individuals are from inside or outside of our organization, audience awareness is critical. In particular, careful attention must be given to determining what the individual needs to know or feel in order to understand, agree, or be moved.</p> <p><b>Learning Objectives:</b></p> <ul style="list-style-type: none"> <li>• Explicitly identify audience, including motivation and goals.</li> <li>• Understand role of empathy in effective communication.</li> <li>• Develop techniques to successfully navigate interactions with diverse stakeholder groups.</li> </ul> |

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| <p><b>Friday<br/>May 3</b></p> <p>8:30am-<br/>4:00pm</p> | <p><b>Change Management</b></p> <p>The only constant is change. As employees, we need to get used to this fact. Whether you feel like a victim of organizational change, or view it as an opportunity, likely depends on how well you understand the change process at the organizational level.</p> <p><b>Learning Objectives:</b></p> <ul style="list-style-type: none"> <li>• To develop the ability to diagnose organizational conditions, evaluate alternative approaches, and craft implementable and effective organizational change programs</li> <li>• To develop the skills to be effective internal and external change agents</li> <li>• To identify the strengths and weaknesses of theoretical models of organizational change</li> <li>• To understand the relationship between change and such concepts as organizational development and organizational learning</li> <li>• To recognize the positive and negative impacts of change initiatives on the firm's stakeholders.</li> </ul> |
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Register for the BUILD series: <http://indyshrm.org/BUILD/>