



Course Title: Manager to Leaders

Course Length: 1 day, in-person

Time in Class per day (hours): 7.5 hours

Delivery Options: Company site or at provider

Class Size: Minimum 8 / Maximum 22

Price Per Student: \$355.00

Location: Wayne County *or* Company Site

The Leadership Development Academy consists of a comprehensive array of classes and interventions designed to increase and/or enhance the skills and competencies of new and experienced engineering managers, supervisors, and directors. Seven core classes are offered in addition to 360-degree leadership assessments and intermittent and follow-on executive coaching. The Academy provides rich content with highly interactive activities and events. Each participant receives assessments (in addition to the 360 assessment) and handouts in each class. Clients may select from any of these classes/interventions or hold the full Academy (generally over several months).

The entire Leadership Academy includes:

- 360 degree leadership assessment and individual de-brief (coaching)
- Six core classes:
  - Building High Performing Teams
  - Essential Skills for Leaders
  - **Managers to Leaders**
  - Coaching Skills for Leaders
  - Socio-Emotional Intelligence
  - Resilient Leadership
- Business Reality 101 for Manufacturing Simulation
- Intermittent or follow-on coaching after each class or the full set of classes

Learning Objectives:

At the end of this Leadership Academy, participants will be able to:

- Increase and enhance self-awareness
- Identify tools critical to excellent management and leadership
- Apply social-emotional intelligence skills to management situations
- Build strong relationships with leaders and individual contributors
- Apply coaching skills to specific individuals or groups
- Manage change effectively
- Explain profitability within the manufacturing sector



## Course Content/Syllabus:

### Leadership Styles

- Identifying personal style
- Team leadership inventory
- Improving team leadership skills
- Highlights of the six styles

### Power and Control

- Identifying need for power and control
- Power/Control inventory assessment
- Link to managerial style
- Authority and power
- Three types of power
  - Position power
  - Ascribed power
  - Personal power

### Motivation

- Two types of motivation
  - Intrinsic motivation
  - Extrinsic motivation
- Three C's of motivation
- Creating a motivating climate

### Becoming an Engaging Leader

- What is engagement?
- Creating an engaging team
- Behaviors of an engaging leader

### Delegation

- Delegation activity
- Why managers need to delegate
- Why managers do not delegate



## Dealing with Behavior

- Three approaches
  - Punishment
  - Positive reinforcement
  - Collaboration
- Three step process
  - Oral reminder
  
  - Written reminder
  - Decision
- AAA approach

## Summary and Conclusion

MAGMA short courses are held on a rolling basis, based on industry demand. Please complete this [short form](#) to express interest for yourself, or your organization.