

# UGA High Impact Leadership: Essentials

## Certificate Program Curriculum Fall 2017

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Human Resources Training and Development Department  
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### **Session 1, Tuesday, October 17: Cohort Teambuilding and Leadership Thinking**

This opening session begins with experiential team building at the indoor Ramsey Center Indoor Challenge Course and explores group communication, trust, problem-solving skills and leadership styles. The afternoon workshop includes a discussion on leadership and an exploration of your own leadership qualities and purpose statement.

### **Session 2, beginning the week of October 23: Hogan Assessment and Individual Feedback Sessions**

Each participant will complete a Hogan Assessment and receive an individual feedback session. The Hogan assessment is designed to evaluate personal qualities that support success in career, leadership behavior, and working relationships.

### **Session 3, Wednesday, October 25: Emotional Intelligence for Leaders**

Develop your “EQ,” your emotional intelligence – the ability to understand the role of emotions in leadership, communication and influence. You will gain insights into others’ perceptions and their importance in the workplace, understand how EQ influences your own worldview, and examine strategies to apply EQ to lead others.

### **Session 4, Thursday, November 2: Mastering Conflict in the Workplace**

Conflict happens in the workplace. Rather than trying to avoid the inevitable, learn techniques to help you become successful at promoting constructive working relationships and best practices for dealing with and leading others through conflict.

### **Session 5, Tuesday, November 7: Crucial Conversations: Tools for Talking When Stakes are High**

Wouldn’t it be great if we could learn to talk to just about anyone about just about anything? Imagine how much more fulfilling our personal and professional relationships could be if we knew how to address the difficult topics that keep our relationships stuck. Learn an effective communications model for holding high stakes conversations and practice the tools and tips to prepare for a real-life crucial conversation.

### **Session 6, Wednesday, November 15: Integrating Your Personal and Professional Goals for Better Work/Life Balance**

Work/life balance is one of the top concerns for leaders. Balance is about integrating all the aspects of your life, finding the potential in each part to help produce success in the others, and not letting the demands and stress of one destroy the enjoyment of the others. Through a discussion of the four domains of a person’s life, you will explore the importance and satisfaction of those areas in your own and learn practical strategies for integrating work and life goals.

## Program Schedule

Date	Time	Session	Location
Tuesday, October 17	8:30 a.m. – 11:30 a.m.	Series Kick-Off Day Cohort Teambuilding	Ramsey Center
	11:45 a.m. – 3:00 p.m.	Group Lunch Program Overview Leadership Thinking	Training & Development Center
Beginning the week of October 23	1 hour sessions arranged individually with feedback coach	Hogan Assessment Feedback Sessions	Various
Wednesday, October 25	8:30 a.m. – 12:00 p.m.	EQ: Emotional Intelligence for Leaders	Training & Development Center
Thursday, November 2	8:30 a.m. – 12:00 p.m.	Mastering Conflict in the Workplace	Training & Development Center
Tuesday, November 7	8:30 a.m. – 12:00 p.m.	Crucial Conversations: Tools for Talking When Stakes are High	Training & Development Center
Wednesday, November 15	8:30 a.m. – 12:00 p.m.	Breakfast Reception Integrating Your Personal and Professional Goals for Better Work/Life Balance Program Close	Training & Development Center

### Instructors:

**Kiz Adams**, Human Relations and Wellbeing Coordinator  
**Sige Burden**, Senior Director, Faculty & Staff Relations  
**Randolph Carter**, Senior Professional Development Leader

**Dr. Allie Cox**, Senior Professional Development Leader  
**Dr. Debbie Longo**, Certified Crucial Conversations Facilitator  
**Ashley Wells**, Graduate Assistant and Doctoral Candidate in Leading,  
 Learning, and Organization Development

●● All sessions must be attended and all activities completed in order to be eligible for the certificate. ●●