

**American Management Association's
AMA's Advanced Executive Leadership Program**

Learning Objectives

- Effectively Approach the Program and Processes of the Seminar
- Articulate Your Personal Objectives for Learning from the Program and Reach Agreement with Others on the Highest Priorities for the Group as a Whole
- Interact with Other Program Participants, Having Gained Some Perspective on Each Other's Professional and Personal Lives

Driving Change

- State the Reasons Why Organizations and People Resist Change
- Use Specific "Tactics" to Drive Change and Promote Innovation in the Work Environment
- Apply Leadership Actions That Will Facilitate Change in the Workplace

Vision, Values and Ethics

- Articulate Clarified Mission and Vision Statements Developed in the Workplace
- Assess Organizational Response from Mission/Vision Work Already Completed
- Articulate the Relationship Between Ethics and the Success of a Vision
- Describe Organizational Values
- Plan a Workplace Approach for Promoting Organizational Values Through Ethical Leadership Behaviors

Role of the Leader

- Apply Concepts of Manager vs. Leader Roles, Revisited and Reinforced from Other Prior Leadership Learning Experiences
- Differentiate the Learning Environment from the Teaching Environment
- Identify Your Personal Behavioral Preferences and Modify Them Proactively to Increase Your Leadership Effectiveness
- Learn the Principal Concepts That Define and Enhance EQ: Emotional Intelligence
- Identify a Source of Personal Emotional Energy

Risk, Resilience, and Alignment

- Define Motivators in Both Reporting and Non-Reporting Relationships
- Identify Your Executive Leadership Competencies and Target Areas for Improvement
- Assess the Risk-Taking Climate in Your Organization
- Explore the Role of Risk in Building Individual and Organizational Resilience
- Identify Actions to Build Alignment Around the Organizational and Unit Vision

Turnaround—The Simulation

- Apply All Seminar Concepts in a Simulated Case
- Relate Concepts of Team Dynamics to Your Actual Experience
- Recognize Successful Team Behaviors
- Complete a Self-Assessment of Learning from the Seminar
- Identify Strategies for Use Back at Work
- Assess Your Progress in Using Team Decision-Making Skills Learned in *The Ethical Challenge*

Polish the Plan

- Finalize Specific Actions You Will Take Immediately After the Seminar
- Reinforce the Network of Relationship/Friendships Formed with other Team Members and the Entire Group
- Celebrate Completion of This Program!