

Management & Leadership Excellence Program

The Management & Leadership Excellence Program (“MLEP”) is a comprehensive leadership development program that teaches learners not only about leadership concepts, but how to implement and practice those concepts. MLEP is a learning system that is comprised of seventeen individual learning modules. Each module runs approximately four hours in length.

Each module is delivered thirty days prior to the next, and in the interim, participants are responsible for linking their learning to their daily responsibilities and implementing the skills and concepts learned in MLEP. This *in-the-field application* is a reinforcement of the skills learned in the prior month, further reinforcing the overall leadership development system.

Each module is structured so learners first receive an overview of the concepts – then they are helped to understand them. After understanding is reached, facilitators work with learners to see the relevance of the concepts, the theory behind the concepts, the application of the concepts, the payoff received from successful implementation, and to generally reinforce the concepts learned.

Additionally, a comprehensive assessment is given at the beginning and end of MLEP as a pre- and post-assessment, allowing participants to gauge their overall progress against a quantifiable standard.

MLEP is comprised of the following modules:

1. Introduction to Management & Leadership Excellence Program
2. Foundations of Business Knowledge
3. Leading by Planning: Setting Goals to Achieve the Future
4. Leading by Developing your Crew: Learning to Delegate and Share Responsibility
5. Leading by Managing Conflict: Ensuring a Productive Work Environment
6. Leading by Problem-Solving: Using Established Tools to Achieve Results
7. Leading by Example: Managing Work by Setting Priorities and Managing Time
8. Leading by Organizing: Using Information to Optimize Work Design
9. Leading through Self-Management: Understanding Attitude
10. Leading by Communicating: Delivering Effective Messages
11. Leading by Motivating: Improving Performance through Understanding People
12. Leading by Coaching: Furthering Performance through Process
13. Leading through Change: Working Successfully in a Changing Environment
14. Leading through Vision and Values: Using Direction for Success
15. Leading by Mentoring: Developing Others to Lead
16. Leading toward Fulfillment: Beyond Performance
17. Leading through Teamwork: From Collaboration to Outcomes

Why participate in MLEP?

MLEP provides organizations with a comprehensive system for developing the leadership potential of any individual.

Upon completion of *Management & Leadership Excellence Program*, participants will:

- Understand the necessary elements of effective Leadership, Management, Communication, and Collaboration.
- Understand how they are perceived in performing these competencies.
- Experience a significant learning and application system that dramatically impacts performance.
- Add significantly more value to the organization.

All individuals with formal leadership, management, or supervision responsibility are encouraged to participate.



STRATEGY | CULTURE | LEADERSHIP | CHANGE