



	Topics
February <ul style="list-style-type: none"> • Webinar – 2/1/2024* • Application of homework Overview – 2/2/2024+ • Coaching Connect – TBD • Guided Group Discussion – 2/15/2024 	Module 1 – What is Leadership? <ul style="list-style-type: none"> • What does it mean to be a leader? • Transition to a Leadership v Outstanding Performer mindset • Change Management Frameworks • Making the Case for Change • Managing your time
March <ul style="list-style-type: none"> • Webinar – 3/7/2024* • Application of homework Overview – 3/8/2024+ • Coaching Connect – TBD • Guided Group Discussion – 3/21/2024 	Module 2 – Setting Direction/Strategic Planning <ul style="list-style-type: none"> • Strategic Planning Process • SWOT do's and don'ts • Mission/Vision/Values/Goals/Strategies/Objectives and Tactics • Importance of setting clear expectations (SMART)
April <ul style="list-style-type: none"> • Webinar – 4/4/2024* • Application of homework Overview – 4/5/2024+ • Coaching Connect – TBD • Guided Group Discussion – 4/18/2024 	Module 3 – Situational Leadership and Motivation <ul style="list-style-type: none"> • Blanchard's Situational Leadership Model • A-level performance drivers • Gilbert's Grid • Expectancy Theory • Maslow's Hierarchy • Giving effective feedback
May <ul style="list-style-type: none"> • Webinar – 5/2/2024* • Application of homework Overview – 5/3/2024+ • Coaching Connect – TBD • Guided Group Discussion – 5/16/2024 	Module 4 – Creating the Culture You Want <ul style="list-style-type: none"> • Culture • Core Values • The People Analyzer • Meeting Effectiveness Template
June <ul style="list-style-type: none"> • Webinar – 6/6/2024* • Application of homework Overview – 6/7/2024+ • Coaching Connect – TBD • Guided Group Discussion – 6/20/2024 	Module 5 – Building an Effective Team <ul style="list-style-type: none"> • Five Dysfunctions Model and Assessment • OJT Do's and Don'ts • Coaching - GROW Model
August <ul style="list-style-type: none"> • Webinar – 8/1/2024* • Application of homework Overview – 8/2/2024+ • Coaching Connect – TBD • Guided Group Discussion – 8/15/2024 	Module 6 – Project Planning <ul style="list-style-type: none"> • Project Planning Tools • Project Management Tools
October 12, 2024	Graduation Celebration at Texas SHRM Quarterly Meeting and The HRSouthwest Conference

**While participation in each of these activities is highly encouraged, those with a * will be recorded and can be viewed independently if necessary. Estimated time dedication: Six modules each with a 90-minute webinar, 30-minute application work, 60-minute 1:1 coaching session and a 90-minute group discussion equals 4.5 hours per module for a program total of 27-30 hours. Also note that this leadership program qualifies for 9 hours of SHRM/HRCI professional development credits (PDC). The minimum to graduate from this program is to attend or view 100% of all the webinar modules.*

+ Application of homework Overview – Optional (in-person and recording)