Goizueta Business School of Emory University presents...

Evening MBA Leadership Program for Working Professionals

Kickoff Session
September 16, 2006
A Model of Leader Development
What are these characteristics?

- **Cognitive:** knowledge of business theories, principles and techniques; the ability to apply these to decisions; etc.
- **Behavioral:** communication skills; projecting a professional image; etc.
- **Relational:** the ability to work effectively in teams; to influence others; etc.
- **Emotional:** self-awareness; characteristics which create positive feelings in others; etc.

MBA Curricula have been accused of ignoring all but the first of these.
Our program is comprised of three tiers, as in the pyramid

- “Basic” Skills (mandatory)
- “Advance”ment Preparation (mandatory if using the CMC)
- “Lead”ership Academy (Optional)

Today we are discussing the Leadership Academy
EvMBA Leadership Program for Working Professionals

- Leadership Academy
- Career Advancement Preparation
- Basic Skills
Basic Skills

• Communication and Teamwork
• Business Writing
• Persuasive Presentations
• Working in Teams
• How to Run Meetings (optional)
EvMBA Leadership Program for Working Professionals

Advance

_for Career Advancement and Career Change_

- Career Advising
- Company Information Sessions
- Career Builder Assessment
- Resume/Cover Letters
- Seminars: Working with the CMC, Goizuettaquette, Developing your Personal Brand, Storytelling, Giving and Receiving Feedback, Behavioral Interviewing Skills
- Career Panels
- Mock Interview Practice
- E-Recruiting
Leadership Academy

- Personalized Leadership Development Plan
- Birkman and 360 Assessments
- Experiential Activity
- International Colloquium
- Half-Day Workshops on Emotional Intelligence
- Blogging/Debriefs
- “Graduation”
What does this entail?

• Submit a personal essay on your leadership experiences to date and what you hope to get out of this experience.
• Fill out a Birkman assessment profile, attend a group session explaining the results.
• Meet with (in person or by phone) Anne for personal coaching based on your Birkman and/or 360. Explore your leadership strengths and areas to work on throughout the next 9 months. You are expected to have 3 separate sessions.
• Prepare for and attend 3 workshops on Emotional Intelligence. You will also be asked to submit a blog entry on our new Leadership website explaining what you learned from the workshop and how it may change your behavior or attitudes at work.
• Participate in the leadership experiential activity in February. It’s a surprise...
• Attend the graduation brunch and receive your award of completion.
How will this benefit me?

• You will receive executive level coaching for 3 sessions.
• You will complete an additional leadership assessment to help you become more aware of your strengths and work style and stress behavior.
• You will participate in senior management level workshops on Emotional Intelligence, delivered by an Expert.
• “This is as robust a program on leadership development as I’ve ever seen”….another expert.
• “You will have fun, learn about yourself, and prepare yourself for leadership experiences to come. What could be a better investment of your time? (And of course, how can you turn down a free lunch – even though Nobel Economist Milton Friedman says there’s no such thing as a free lunch)”….Susan Gilbert
When is the best time to do this?

- If you are planning on a 3 year course of study, we recommend that this be done in one academic year, either year two or year three.
- If you are planning on a 2 year course of study and do not plan to job seek, then we recommend that you do the program in the second year.
- If you are planning on a 2 year course of study and you do plan to job seek, then you should begin in your first year and complete it in your second year...ie., spread it out over two years.
A Checklist of Lead Activities

LEAD

General:
☐ Leadership Development Workshop (Saturday) Sept 16
☐ Submit Application Sept 22 amk
☐ Sign Contract for LEAD Sept 22 amk
☐ Submit application Essay Sept 22 amk/pt

Assessments:
☐ Birkman - may submit current September amk
☐ 360 - may submit current Sept/Oct amk

Leadership Development Planning:
☐ Birkman Interpretation with Anne October amk
☐ 360/ Leadership Development Plan with Anne October amk
☐ Leadership Development Plan mid-way Jan 22 amk
☐ Leadership Development Plan conclusion April 15 amk

Skills Workshops: typically the first Saturday of the month Rm 304, 9:30AM
☐ EI: Self Awareness: Dvlp Your Self Awareness Oct 7, 06 amk/p.topping
☐ EI: Self Regulation: Having Difficult Conversations Nov 4, 06 PM p.topping
☐ EI: Motivation & Empathy: Dvlp & Leveraging Talent March 3, 07 p.topping
☐ EI: Social Skills: Leading Teams & Managing Up April 7, 07 p.topping
**Leadership Blog**
Post 5 Entries on Leadership to our website blog  
- Leadership blog 1
- Leadership blog 2
- Leadership blog 3
- Leadership blog 4
- Leadership blog 5

**Reading List**
Complete two reading and post takeaways  
- *Managerial Leadership* Peter Topping  
  - Nov 06  
- Review: post to Sharepoint
- Book of your choice from list on Sharepoint  
  - April 15, 07  
- Review: post to Sharepoint
- Case Studies for each workshop  
  - Sept 06 – May 07
- Read and prepare prior to workshop 10/7
- Read and prepare prior to workshop 11/4
- Read and prepare prior to workshop 3/
- Read and prepare prior to workshop 4/7
- Links to Case studies posted on Sharepoint

**Team Building (Attend all)**
- WinShape Wilderness  
  - May 05  
- Academic Teams  
  - May 05 – May 07 (08)  
- Experienctial Activity For Team Building  
  - Feb 3, 2007

**Speaker Events (Attend one)**
- Bring Your Boss To Breakfast  
  - Jan 24, 2007  
- Bring Your Boss to Breakfast  
  - June 19, 2007

**International Colloquium (Attend one)**
- China - Beijing and Shanghai  
  - April 22 – 29, 2007  
- TBD - Class of 2008  
  - April, 2008

**Graduation Brunch**
- RSVP number guests  
  - June 9, 2007  
  - May 25, 2007  
  - Susan Gilbert's Home
What’s Next?

• The First Session with Dr. Peter Topping
  – Title: What else? “Leadership Development”
• Wrap-up with Anne on how to sign up and more Q&A.