



## **9 Annual Leadership Development Institute Objectives:**

1. Theories, skills & behaviors of leadership, Part 1
  - a. *Establishing a personal working definition of leadership and influence that integrates the knowledge, skills and values of the social work profession.*
  - b. *Identifying current leadership behavior and practices (individual and group activity)*
2. Theories, skills & behaviors of leadership, Part 2
  - a. *Theoretical constructs of leadership*
  - b. *Leadership styles, a framework*
  - c. *Relationships (networking) and reputation development*
3. Leadership challenges in practice: Applications (Part 1)
  - a. *Individual Identification of a “challenge”*
    - i. *Formulation*
    - ii. *Solution building (iterative group activity)*
    - iii. *Debrief the process as illustration of influence in action and the recommendation next steps*
4. Leadership challenges in practice: Applications & Lessons (Part 2)
  - a. *Context for challenges: individual and team experience of change*
  - b. *Debrief process and outcomes from challenge activity*
  - c. *Identify the theory, skills and styles that were seen in the solution building development.*
5. Professional Development and Management for Leadership Competence
  - a. *Integrating professional development for self, colleagues and staff*
  - b. *Understanding the imperatives*
  - c. *Exploring and defining options for development*