

SRG's Pathway to Leadership Excellence©

Leadership is a journey, not a destination. Being an excellent leader means continuing to evolve, hone skills, and adapt behaviors to meet the needs of your organization and your team.

SRG President Debra Dunn developed the Pathway to Leadership Excellence (the Pathway) to respond to a need she saw in her work with different clients: providing the leadership teams of organizations (C-Teams, Executive Level teams, employees with leadership potential) with the opportunity to work together to develop leadership skills over an extended period of time, supporting team cohesion and trust, as well as individual growth and development. The course is available to organizations and businesses and can be tailored to the specific needs and goals of your team. To learn more about engaging with SRG – contact Debra@synergyresourcesgroup.com

The Pathway is a series of five classes that enhance the skills and competencies needed to respond to today's opportunities and challenges. Participants will learn to lead with vision, motivate and empower with passion, communicate effectively, expand their capacity to think strategically, and delegate with clarity to individuals and teams. Participants will enhance their leadership abilities and create a long-term vision for their success, doing so in a way that builds resilience in you, your team and your organization.

Course Objective:

- Learn the skills and characteristics of successful leaders
- Deepen understanding of how to use and demonstrate the behaviors found in successful leaders
- Gain a better understanding of the organization's culture and its impact on employee satisfaction and performance
- Communicate and manage change
- Learn the skills to think strategically and navigate the future
- Develop a personal leadership development plan

Who will benefit from the course: The Pathway was designed specifically to support both new and seasoned managers, C-Team members, executives, and those who are wanting to advance in their careers.

General format: The Pathway is a five-class progression, with each session building upon the material covered in the previous session. The two-hour classes are held monthly and can accommodate up to 20 participants. This size allows for a more interactive and personal learning environment, providing participants with the opportunity to engage, build skills and develop relationships with Debra and with one another. In the Portland Metro Area, the Pathway is offered both in-person and virtually. Regionally and nationally, the course is available virtually.

Optional: Before the first class each person will complete a confidential Hogan Assessment (personality assessment) which will identify their leadership style. The assessment will identify where the leader will focus, how they will define success, and how the leader manages self, career and relationships. Debra analyzes the results and coordinates a 1:1 with each participant to review the results and provide feedback.

Certificate of Completion: Participants who complete the full series of classes will be awarded a certificate. Participants may choose to only attend the classes that are of interest but will not be eligible for the certificate if they do not complete the full series.

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Class 1: Essential Management Skills

The first step along the pathway to excellence is enhancing current skills. A manager requires an array of knowledge and skills to work with a variety of people, tasks and organizational needs. Debra has identified the key skills necessary to respond to current workplace trends and the many challenges facing managers. In this first class, these key skills will help participants check in on where they are as a leader as well as where to focus their attention. During the class participants will **self-assess** to determine where to focus their leadership development.

Class 2: Maximizing your Leadership Potential

What sets leaders apart? Candidates considered for advancement are often evaluated by something more than just their qualifications, experience and performance – their leadership presence. Therefore, it is a critical step on the pathway for participants to cultivate their own authentic leadership presence by exploring the nature of that presence, the primary skill sets involved, and a few of the fundamental professional principles that can best shape their leadership style. During this class participants will learn about the 'secret sauce' that has the power to make or break their next promotion, and how they can embed these professional principles into the culture of the organization. Using their **self-assessment** participants will learn how to develop their **Personal Leadership Development Plan**.

Class 3: Keys to Unlocking Your Organization's Potential

Your organization's culture matters. Studies show that 77% of people looking for a position will consider a company's culture before applying for a job, and over half consider it more important than salary when it comes to job satisfaction. Organizational culture can reveal itself in a variety of ways, including leadership behaviors and communication styles. In this class we will examine the four types of organizational cultures, how they relate to different organizational structures, how they impact the strength of an organization, and employee satisfaction and performance. We'll complete an **organizational culture assessment** and discuss how to unlock your organization's potential.

Class 4: Leading Positive Change

There are many studies on leading change, and all are based on observations of leaders and organizations as they tackled implementing new strategies with their organization, whether incremental or transformational change. Debra will introduce the group to the seven key components of successful change management including managing resistance, developing a case for change, and communication strategies. She will discuss proven tools, techniques and processes, and each participant will receive a **Change Management Kit**.

Class 5: Thinking Strategically

Studies from a number of sources have identified six skills that, when understood and used in concert, empower leaders to think strategically and effectively navigate the future. Strategic skills are needed in times of growth and are even more important when faced with challenges, to ensure resources are focused in the most important areas. During this class the group will discuss how to use scenarios to examine different outcomes and prepare for the unexpected, question the status quo, develop criteria to make decisions and more. Participants will learn techniques to help them begin to think strategically and/or enhance their current strategy-driving skills.