

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.

Synergy Resources Group, (SRG) President Debra Dunn developed the Pathway to Leadership Excellence (the Pathway) to fill a need she saw in her work with different clients – the opportunity to do a deep dive into developing leadership skills over an extended period of time, supporting new and seasoned leaders in reaching their goals. This course is offered biannually with the first cohort beginning in September 2021. If you are interested in enhancing your personal and professional development, then contact Debra@synergyresourcesgroup.com to be a part of the Pathway cohort!

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

Course Objective:

- Learn the skills and characteristics of successful leaders
- Deepen your understanding of how to use and demonstrate the behaviors found in successful leaders
- Gain a better understanding of your 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 your 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 in a cohort. This size allows for a more interactive and personal learning environment, providing you with the opportunity to engage, build skills and develop relationships with Debra and with the rest of the cohort. 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 you will complete a confidential Hogan Assessment (personality assessment) which will identify your leadership style. The assessment will identify where you will focus, how you will define success, and how you manage self, career and relationships. Debra analyzes the results and coordinates a 1:1 with each cohort member to review the results and provide feedback.

Certificate of Completion. Participants who complete the full series of classes will be awarded a certificate. You may choose to only participate in the classes that are of interest to you but will not be eligible for the certificate if you 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 your 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 you check in on where you are as a leader as well as where to focus your 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 to cultivate your 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 your leadership style. During this class you'll learn about the 'secret sauce' that has the power to make or break your next promotion, and how you can embed these professional principles into the culture of your organization. Using your **self-assessment**, you'll learn how to develop your **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'll 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 you 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 we 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. You'll learn techniques to help you begin to think strategically and/or enhance your current strategy driving skills.