

## **Collaborative Leadership**

Leadership is the art of influencing others to achieve goals and make a positive difference. If you want to be a successful leader—whether you’re currently in a leadership position, thinking about moving into management or occasionally lead projects or committees—developing key leadership skills will be critical to your success.

Based on the award-winning book *The Leadership Challenge* by James Kouzes and Barry Posner, this course is designed to give you the skills you need to make a positive difference for yourself and for others. This course is designed to help you clarify your approach to leadership, connect your goals to their goals, establish a nurturing environment for new ideas and strengthen the skills of the people you lead.

### **Who should take this course?**

This is an intermediate level class targeted to people currently in leadership positions, project management roles or who want to move into leadership positions. It is a required class within the Business Management certificate program at Bellevue College.

### **Course Objectives**

- Clarify what leadership means to you and master the need to balance multiple and conflicting responsibilities.
- Define and communicate your values and priorities to increase your ability to influence others.
- Develop a clear vision for the future and enlist the support of others to achieve that vision.
- Develop practical strategies for successfully challenging the status quo in your work.
- Identify actions you can take to foster collaboration and strengthen others.
- Recognize contributions to inspire people to continue to want to make a difference.

### **Course Details**

- Length: 18 hours
- Classroom Type: Lecture
- Prerequisites: None

*The above prerequisites are considered to be the basic skills and knowledge needed prior to taking this class. Instructors will assume your readiness for the class materials and will NOT use class time to discuss prerequisite materials.*



## **Course Contents**

**Clarify what leadership means to you and master the need to balance multiple and conflicting responsibilities.**

- Clarify the role of a leader and the primary sources of leadership power.
- Develop a balanced approach to leadership to create clarity and minimize stress.
- Identify the primary expectations that followers have of leaders.
- Describe five key leadership practices that will help you build and maintain credibility.

**Define and communicate your values and priorities to increase your ability to influence others.**

- Define the values that drive your leadership style.
- Identify strategies for working through and around value conflicts.
- Identify the values you share with your team.
- Capture the essence of your approach to leadership in a strong, consistent message.
- Identify actions that a leader can take to set the example.

**Develop a clear vision for the future and enlist the support of others to achieve that vision.**

- Apply recognized techniques you can use to envision the future.
- Develop strategies to build support for your vision.
- Create a shared vision that unites your team in a common cause for a better future.

**Develop practical strategies for successfully challenging the status quo in your work.**

- Identify work-related opportunities to challenge “the way we’ve always done it.”
- Explore three reliable avenues to create a positive learning climate within your team.
- Develop organizational agility and political savvy to achieve success in implementing new ideas.

**Identify actions you can take to foster collaboration and strengthen others.**

- Identify the keys to fostering collaboration with peers and your work team.
- Identify actions you can take to increase the level of empowerment on your team.
- Apply proven techniques used to build individual competence and confidence.

**Recognize contributions to inspire people to continue to want to make a difference.**

- Demonstrate the connection between high expectations and confidence-building.
- Apply proven techniques to effectively recognize outstanding performance.