

ALLY FOR THE UNSTOPPABLE
ALLY FOR BUSINESS
ALLY FOR LIFE



The Five Leadership Practices

An Overview



SMU | COX

In This Session

Overview of SMU Cox & Executive Education

- An Overview of The Five Leadership Practices
- Fundamentals of Management
- Transformational Leadership

Registration Process

Key Contacts

Q&A



The SMU Cox Advantage



- Celebrating 100 years of business education
- Integral part of the business community
- Proven instructors
- True & tested content
- Commitment to leadership development & performance
- Collaborative working method with companies & individuals to assure success
- High value investment in leadership development



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EXECUTIVE EDUCATION

The SMU Cox Difference: Our Approach

- Training business leaders
- Incorporating principles & techniques of adult learning including:
 - ✓ Reflection
 - ✓ Active participation
 - ✓ Sharing experiences
 - ✓ Variety of learning methods
 - ✓ Instructor credibility, humility, & respect



Why SMU Cox Executive Education?

- Expert, engaging faculty who are leaders in their fields
- Relevant content based on the latest research
- Innovative tools you can put to work today
- Collaboration & networking with diverse colleagues
- Safe & challenging learning environment to think & test new ideas



The Five Leadership Practices

An Overview



Jeff Strese

COX Executive Education Instructor

Former Chief Human Resources Officer, SMU

The Five Leadership Practices

“The art of mobilizing others
to want to struggle for shared
aspirations.”

~Jim Kouzes and Barry Posner



The Five Leadership Practices

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart



Model the Way

Commitments:

- Find your voice by clarifying your personal values
- Set the example by aligning actions with shared values

Model the Way

Behaviors:

- Sets a personal example of what is expected
- Makes certain that people adhere to agreed-on standards
- Follows through on promises and commitments
- Asks for feedback on how his/her actions affect people's performance
- Builds consensus around organizational values
- Is clear about his/her philosophy of leadership

Model the Way

Who would you willingly follow?

- Current or former supervisor
- Teacher, coach, team leader or mentor
- Inspirational person you have not personally met
- Family member

Inspire a Shared Vision

Commitments:

- Envision the future by imagining exciting and ennobling possibilities
- Enlist others in a common vision by appealing to shared aspirations

Inspire a Shared Vision

Behaviors:

- Talks about future trends influencing our work
- Describes a compelling image of the future
- Appeals to others to share dream of the future
- Shows others how their interests can be realized
- Paints “big picture” of group aspirations
- Speaks with conviction about the meaning of work

Inspire a Shared Vision



Wilma Mankiller
Chief of the Cherokee Nation
1985-2005

“The single most important attribute of leadership is having a positive attitude and being forward-thinking.

Being able to help people look to the future with faith, hope and optimism.”

Challenge the Process

Commitments:

- Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve
- Experiment and take risks by constantly generating small wins and learning from experience

Challenge the Process

Behaviors:

- Seeks challenging opportunities to test skills
- Challenges people to try new approaches
- Searches outside the organization for innovative ways to improve
- Asks, “What can we learn?”
- Make certain that goals, plans, and milestones are set
- Experiments and take risks

Challenge the Process



Enable Others to Act

Commitments:

- Foster collaboration by building trust and facilitating relationships
- Strengthen others by increasing self-determination and developing competence

Enable Others to Act

Behaviors:

- Develops cooperative relationships
- Actively listens to diverse points of view
- Treats others with dignity and respect
- Supports decisions other people make
- Gives people choice about how to do their work
- Ensures that people grow in their jobs

Enable Others to Act



Mike Abrashoff
Retired Commander
USS Benfold

“The key to being a successful skipper is to see the ship through the eyes of the crew.

Only then can you find out what’s really wrong and, in so doing, help the Sailors empower themselves to fix it.”

Encourage the Heart

Commitments:

- Recognize contributions by showing appreciation for individual excellence
- Celebrate the values and victories by creating a spirit of community

Encourage the Heart

Behaviors:

- Praises people for a job well done
- Expresses confidence in people's abilities
- Creatively rewards people for their contributions
- Recognizes people for commitment to shared values
- Finds ways to celebrate accomplishments
- Gives team members appreciation and support

Encourage the Heart



Richard Branson
Founder of Virgin

“You shouldn’t be looking for people slipping up, you should be looking for all the good things people do and praising those.”

Program Overview & Background



**Who teaches in the program?
What methods of teaching do they use?**

Faculty

- Full-time and Part-time SMU Cox Faculty
- Affiliate Facilitators

All are experts in the particular topic they are teaching.

Multi-Modality Learning

- Pre-Reading
- Cases and Stories
- Application Exercises
- Group Work
- Simulation
- Demonstration
- One to One Interaction
- Individual Reflection
- Video components

Program Overview & Background



**What can I expect to learn from the program?
What will I be able to apply right away?**

Fundamentals of Management

1. Improve your overall management skills and establish an approach that works for you
2. Enhance your capacity to grow as a manager and to develop others
3. Gain a positive approach to people and problem solving
4. Learn to implement strategies from evidence-based research on today's most valued management topics
5. Create and execute an actionable development plan that helps you grow

Transformational Leadership

1. Improve your leadership skills, establishing a style that works for you
2. Enhance capacity to understand and implement change
3. Gain a positive approach to leading people and enhance your value to the organization
4. Learn to implement strategies from evidence-based research on today's most valued leadership topics
5. Create and execute an actionable development plan that addresses your unique needs

Who Should Apply?



Fundamentals of Management

- Managers
- Engineering and IT managers
- Individuals targeted for promotion

Transformational Leadership

- Director Level and Above
- Succession Candidates
- Want to take their Leadership to the next level



Management & Leadership

Fundamentals of Management

- These 10 sessions will equip you with the right mindset and skillset to be an exceptional manager.
- Key Dates: September 15 – November 17

Transformational Leadership:

- In 10 sessions, this dynamic leadership development course will transform your leadership vision and approach from the inside out.
- Key Dates: September 8– November 10

Cox Leadership Academy

- The Cox Leadership Academy is a 6-month program that provides learning experiences and support (through executive and peer coaching) to grow the skills and business acumen needed to successfully fulfill the role of a senior leadership team member or enterprise level leader
- Key Dates: Sept 15-17, Nov 10-12, Feb 2-4, & March 20 – April 1, 2021



Fall 2020 Program Calendar

September	9/8: Transformational Leadership 9/14: Rising Latino Leaders 9/15: Fundamentals of Management 9/15: Cox Leadership Academy (Sept 15-17, Nov 10-12, Feb 2-4, March 30 -April 1)
October	10/1: Leading Organization Change: A Simulation 10/5: Women in Leadership Program 10/6: Master Negotiation
November	11/2 Mergers & Acquisitions 11/10: Building the Intelligent Enterprise
Year-Round	Custom Programs designed in collaboration with companies specifically to meet the needs of their business objectives.

Additional Questions? Connect with Us.

Open Forum Q&A



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