The Five Leadership Practices
An Overview
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
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
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

“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.”

Wilma Mankiller
Chief of the Cherokee Nation
1985-2005
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

“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.”

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

Richard Branson
Founder of Virgin
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
What can I expect to learn from the program?
What will I be able to apply right away?
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

<table>
<thead>
<tr>
<th>Month</th>
<th>Dates</th>
<th>Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>September</td>
<td></td>
<td>9/8: Transformational Leadership</td>
</tr>
<tr>
<td></td>
<td></td>
<td>9/14: Rising Latino Leaders</td>
</tr>
<tr>
<td></td>
<td></td>
<td>9/15: Fundamentals of Management</td>
</tr>
<tr>
<td></td>
<td></td>
<td>9/15: Cox Leadership Academy (Sept 15-17, Nov 10-12, Feb 2-4, March 30 -April 1)</td>
</tr>
<tr>
<td>October</td>
<td></td>
<td>10/1: Leading Organization Change: A Simulation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>10/5: Women in Leadership Program</td>
</tr>
<tr>
<td></td>
<td></td>
<td>10/6: Master Negotiation</td>
</tr>
<tr>
<td>November</td>
<td></td>
<td>11/2: Mergers &amp; Acquisitions</td>
</tr>
<tr>
<td></td>
<td></td>
<td>11/10: Building the Intelligent Enterprise</td>
</tr>
<tr>
<td>Year-Round</td>
<td></td>
<td>Custom Programs designed in collaboration with companies specifically to meet the needs of their business objectives.</td>
</tr>
</tbody>
</table>
Additional Questions?
Connect with Us.

**Open Forum Q&A**

Dr. Luigi Pecoraro  
Managing Director  
lpecoraro@smu.edu  
214.768.3549

Sheri Moore  
Director  
shmoore@smu.edu  
214.768.9113

SMU Cox  
Ally for Business  
Ally for Life