

ALLY FOR THE UNSTOPPABLE
ALLY FOR BUSINESS
ALLY FOR LIFE



*Develop your Management and
Leadership Capability*



SMU | COX

In This Session

Overview of SMU Cox & Executive Education

- Aspiring Manager
- Transformational Leadership
- Cox Leadership Academy

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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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



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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



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Management and Leadership Development

Q&A with Dr. Luigi Pecoraro

Q

What is the difference between Management and Leadership?

Management consists of controlling a group or a set of entities to accomplish a goal. **Leadership** refers to an individual's ability to influence, motivate, and enable others to contribute toward organizational success

A

Three Differences Between Managers and Leaders [Vineet Nayar](#) August 02, 2013

Leading vs Managing



Leading vs Managing

- Managers need fundamental people and task skill-building as well as a handy tool-kit to do thing right (hands-on implementation)
- Leaders need to discern the right things to do and inspire others toward the vision they cast (hands-off guidance)

Leading vs Managing

Leaders

- Set the direction of the organization
- Inspire and motivate people in the organization to achieve their vision
- Align the inputs and efforts of organizational stakeholders (team board members, employees, clients, collaborators, partners, stockholders, etc.) to keep the vision alive
- Create a culture that will help bring the vision to life

Managers

- Execute the leader's vision within the budget and allocated resources
- Manage the teams that will execute the vision
- Solve operational problems as they pop up

Program Overview & Background of Transformational Leadership and Aspiring Manager



Why did you develop these two courses?
What makes them unique?

Leading vs Managing

Transformational Leadership Aspiring Manager

Five Practices

Emotional Intelligence

Authentic Influence

Trust and Accountability

Leader as Coach

Creating High Performance Teams

Leading Organizational Change

Human Centered Design for Innovation

Strategic Thinking

Leadership in a VUCA world

Challenges and Changes

Leveraging Managerial Influence

Hiring, Engaging, Retaining the Best

Building Capability Through Coaching

From Conflict to Collaboration

Fundamentals of Teamwork

Leading Change that Works

Negotiation Strategies

Decision-Making Biases and Traps

The Exceptional Manager

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.

As Academic Director, I will help connect the learning from one class to another

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?

Aspiring Manager

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?



Aspiring Manager

- 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




SMU Cox Leadership Academy

April 28 – April 30 2020

June 23 – June 25 2020

August 25 – August 27 2020

October 27 – October 29 2020

An overhead photograph of a group of business professionals in a modern office setting. They are seated around a large white table, working on laptops and looking at documents. The scene is brightly lit, with natural light coming from windows on the right. The image is partially obscured by a blue banner on the left and a text overlay on the right.

In 10 challenging days, this new and dynamic leadership development course for VP-level and above will transform your leadership vision and approach from the inside out.

Program Objectives and Outcomes:

- Develop a growth mind set for oneself, others and the enterprise
- Cultivate more confidence in one's own capability, agility, and resilience
- Better able to lead successful change initiatives
- Adapt and integrate digital solutions into core business practices
- Leverage trust, authenticity, and influence into everyday interactions.
- Increase creativity and innovation orientation
- Achieve maximum strategic foresight and execution
- Increase collaboration across functional areas
- Become succession ready
- Learn how to leave a legacy

Program Components

- A 6-month journey to becoming a transformative leader
- A 360-degree assessment (The Multifactor Leadership and Authenticity Questionnaire)
- Bi-monthly residencies for two and half days (on our main SMU campus in the Collins Center)
- Academic rigor with practical application through an Integrated Leadership Development Model: includes multi-modal learning, application learning, and an individual development plan for intentional growth, reflection exercises, peer coaching, and more.
- Personalized learning through one on one coaching (6 sessions)
- Action learning project
- Featured industry leader speakers throughout the program

Accelerate Your Growth: Program Topics

- Becoming a Transformative Leader
- The ESI Advantage (Developing your Emotional and Social Intelligence)
- The Influence Factor
- Driving Results through Authentic Presence
- Leadership Resilience: Optimize Brain Performance (in partnership with Brain Health Center)
- Leading in a Digital Age
- Leading High Performance Teams (face to face and distributed teams)
- Overcoming Decision Making Biases (in partnership with the Bush Institute)
- Leader as Coach
- Diversity, Inclusion, and Innovation: Leading a Strategic Culture
- Innovating through Human Centered Design
- Strategic Analytics
- Leading Effective Change (Simulation)
- Strategic Management (from the enterprise perspective)
- Solving Complex Problems – Action Learning Project Presentations
- Creating Long-term Organizational Sustainability

Lominger Competencies Addressed

- Self-Development
- Managing Vision and Purpose
- Inspiring Others
- Motivating Others
- Integrity and Trust
- Interpersonal Savvy
- Understanding Others
- Approachability
- Caring about Direct Reports
- Personal Learning
- Dealing with Ambiguity
- Business Acumen
- Strategic Agility
- Creativity
- Innovation Management
- Intellectual Horsepower
- Building Effective Teams
- Decision Quality
- Developing Direct Reports and Others
- Managing Diversity
- Process Management
- Perspective
- Change Management
- Collaboration
- Comfort around Higher Management

Selection criteria includes:

- Identified (and validated) by the organization as a current or future senior or enterprise level leader
- Desire to learn, grow and change
- High potential and high capability
- Consistently strong performance
- Demonstrates leadership characteristics
- Support from direct leader
- Ability to commit to program requirements (bi-monthly in-person sessions, monthly virtual sessions, etc.)
- Willing to invest time and energy to participate fully for the benefit of self and others.

Management & Leadership

Aspiring Manager

- These 10 sessions will equip you with the right mindset and skillset to be an exceptional manager.
- Key Dates: February 18 - April 21

Transformational Leadership:

- In 10 sessions, this dynamic leadership development course will transform your leadership vision and approach from the inside out.
- Key Dates: February 11 – April 14

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: April 28-30, June 23-25, August 25-27 & October 27-29



We Invite You to Join Us

**\$250 Tuition Grant
when you
REGISTER**

<https://www.smu.edu/cox/Degrees-&-Programs/Executive-Education/Short-Courses>

Unique Offer Code

WEBINAR



Spring 2020 Program Calendar

February	2/3: Corporate Executive Development Program 2/11: Transformational Leadership 2/18: Aspiring Manager 2/26: Ethics & Compliance
March	3/2: Essentials of Finance & Accounting 3/17: Master Negotiation 3/24: Digital Strategy 3/30: Financial Skills for the Energy Industry
April	4/1: Leading Organization Change: A Simulation 4/6: Rising Latino Leaders 4/13: Women's Leadership Program 4/20: Mergers & Acquisitions 4/28: Cox Leadership Academy
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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