Executive Leadership Development Course

Course Code: ELDV703

Course Title: Executive Leadership Development in the Public Sector

About the Course Partner
The National Management Association of America (NMA)/The Leadership Institute is located in Dayton, Ohio. The NMA is a professional leadership development organization serving more than 20,000 members worldwide. Members belong to company-based, in-house chapters, or are members of community chapters. NMA is the recognized worldwide partnership of people and businesses inspiring outstanding leadership, and cultivating highly productive workplaces. *Its mission* is to provide management and leadership development opportunities and related chapter activities which meet the needs of members and contribute to the effectiveness of sponsoring organizations.

About the Course Sponsor- Source: NMA1.org

Course Description
This intensive five weeks course serves as a data collection function for a PhD Research Project. The course aims to address the factors affecting the quality of leadership competencies within public sector organizations in The Bahamas (PSOB). Executive leaders will be equipped with cutting edge information on the dynamics and components of leadership development. Emphasis will be placed on the interconnectedness of leadership theory and leadership styles. In this investigative discourse, through the use of a series of live lectures and open discussions, participants will share their lived experiences with leader development opportunities or the lack thereof within PSOB.

Course Topics:

- Executive leadership development: a refresher's overview, Part I;
- The interconnectedness of leadership theory and leadership styles;
- Perceived negative and positive factors affecting ELD initiatives in PSOB
- Components of an executive leadership development programme and Competency Model;
- Factors affecting the quality of leadership competencies among executives;
- Leadership: perceptions, observations, knowledge, skills, attitudes and lived experiences; and
- Executive leadership development: a refresher's overview, Part II.

Course Entry Requirements
The course is open to candidates who hold a graduate degree or equivalent from an accredited or recognized institution, and more than two years leadership experience in public-sector work.

Attendance and Punctuality
To encourage maximum benefit from the learning experience, only one absence is allowed.

Course Schedule
- Course Hours: In-Class: 20 hours
  Independent readings and preparation for Final Project:
  20 hours (average)
- Starts: 24th October, 2015
- Ends: 21st November, 2015
- Meeting Time: 9:00 a.m. – 1:00 p.m.

  Learning Activities
  - Weeks 1 and 2: Live lectures and structured discussions on leadership development
  - Weeks 3 and 4: Structured discussions and assessment on leadership development
  - Week 5: Round-table discussions
  NB. For Weeks 2, 3, and 5, independent reading is required before coming to class.

Course Facilitators
A Selection of Senior Public Sector Veterans

Required Materials
- Prescribed Case Studies with questions (To be issued by the Course Facilitator.)

Participants are required to read the following three (3) articles, as well as select an additional two articles on executive leadership development as independent reading assignments.

- Reading for Week 2: How Managers Become Leaders - Harvard Business Review
  https://hbr.org/2012/06/how-managers-become-leaders

- Reading for Week 3: [PDF]Leadership Development: Past, Present, and Future
  www.ccl.org/leadership/pdf/research/cclLeadershipDevelopment.pdf

- Reading for Week 5: [PDF] Essential Skills for Leadership Effectiveness in Diverse
  opensiuc.lib.siu.edu/cgi/viewcontent.cgi

  NB. All required reading must be done before coming to class.

Assessment
  Quality of Participation…………………………….. 40%
  Each participant is expected to:
  - Read the required materials
  - Share personal opinion and experiences on leadership training
  - Participate in group discussions

  Final Project: Leadership Development Plan……….60%
                                                            100%

Certificate Levels
  Certificate of Distinction………………………… 90% or above
  Certificate of Successful Completion……………... 89% - 70%
  Certificate of Completion………………… ……… 69% - 50%
  The Certificates will be awarded by NMA.