



LEADERSHIP

**PROGRAM DATES**

April 20-24, 2015  
Sept. 28 – Oct. 2, 2015

**LOCATION**

Ann Arbor, Michigan

**FEE // \$9,700**

Includes:

- Tuition
- Living accommodations
- Instructional materials
- All breakfasts, lunches, and coffee/snack breaks
- Selected dinners

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**FOR QUESTIONS**

734-763-1000  
[rossexeced@umich.edu](mailto:rossexeced@umich.edu)

# EMERGING LEADERS PROGRAM

*As you ascend to new levels of management, it's important to build on your leadership strengths and gain new tools to achieve greater impact.*

In this five-day sabbatical for mid-level managers, you'll learn to set the right vision, build and inspire teams, and drive change. You'll reflect on your leadership approach and understand how others perceive you. You will examine multiple leadership practices and choose how to integrate the most useful elements to achieve career and organizational goals.

Content provides an intense immersion into the knowledge and expertise related to leadership and team development. The challenges of managing teams through change play a prominent role in the program.

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## **D. Scott DeRue: Top 40 Business School Professors Under 40**

— Poets & Quants and CNN Money

# EMERGING LEADERS PROGRAM

## LEADERSHIP

### TAKEAWAYS AND TOOLS

- A deeper understanding of how to motivate yourself and others
- Tools and strategies that will allow you to coach and counsel others for peak performance
- An increased ability to manage through potentially disruptive change
- Individual consulting sessions with faculty during the program help you customize and apply learned concepts to your unique needs.

### PROGRAM HIGHLIGHTS

- Simulations and team-based exercises help you develop new skills for managing change, leading team productivity, and interpreting social styles.
- A journey inside the University of Michigan Archaeology Museum will augment your leadership development and self-reflection.
- Throughout the program you'll create and refine a vision and action plan for your leadership development, as well as a roadmap for improving the performance of your team(s).

### WHO SHOULD ATTEND?

- High-potential, mid-level managers with three to 10 years of experience

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[www.execed.umich.edu](http://www.execed.umich.edu)

**M** | MICHIGAN ROSS

Executive Education



#### Scott DeRue // Director

Professor of Management and  
Associate Dean of Executive Education  
Co-Director, Ross Leadership Initiative

Dr. DeRue is one of the world's foremost experts on leadership. He has worked to transform leadership and executive development practices in multinational companies, international governments, and leading social enterprises. His research shows how to build leaders to deliver extraordinary results in critical environments. DeRue was named one of the **top 40 business school professors under 40** by Poets and Quants and CNN Money.

#### Paula Caproni

Lecturer of Management  
and Organizations

#### Gretchen Spreitzer

Keith E. and Valerie J. Alessi  
Professor of Business Administration;  
Professor of Management  
and Organizations

#### Maxim Sytch

Sanford R. Robertson Assistant  
Professor of Business Administration;  
Assistant Professor of Management  
and Organizations

# EMERGING LEADERS PROGRAM

## LEADERSHIP

### PROGRAM IN FOCUS

This program is an intense immersion into cutting-edge knowledge and expertise related to leadership and team development, providing a unique opportunity to reflect on your leadership approach, understand how others perceive you, become aware of other leadership styles, and integrate them to achieve personal and organizational goals.

During the program you'll first develop a strong awareness of your personal leadership style and strengths as a leader. You will engage in a series of experiential learning activities that challenge and develop your leadership skills. And you will receive one-on-one and group leadership coaching. You'll then develop a 100-day action plan to take with you to work.

You'll explore in detail:

#### Knowing Yourself: The Leader in You

- Leading yourself before leading others
- Building self-awareness, understanding your leadership style and approach
- Developing your capacity for values-based leadership
- Discovering your personal leadership vision

#### Developing High-Performing Teams

- Getting the “right people in the right room” working together
- Motivating and building a cohesive team
- Facilitating effective decision-making in uncertain and complex situations
- Leveraging conflict and developing effective relationships in teams

#### Building and Leveraging Relationships

- Building and using influence even in the absence of formal authority
- Procedural and interpersonal tactics as well as six weapons of influence
- Building an effective network at multiple levels

#### Leading Change in Organizations

- Creating a sense of urgency for your ideas
- Getting buy-in from key stakeholders
- Overcoming resistance to change
- Achieving the results you seek

#### Developing and Coaching Key Talent

- Building strong coaching relationships with key talent
- Leveraging your leadership style in coaching
- Sustainable strategies to learn from experience
- Modeling what you coach

### MICHIGAN ROSS EXECUTIVE EDUCATION

Michigan Ross Open Enrollment programs deliver the latest research and teaching in practical terms. Executives across the globe work with Ross to develop new skills, new ways of thinking, and practical solutions for today's dynamic economy. The University of Michigan has 100 graduate programs ranked in the top 10 in the U.S.

### MICHIGAN ROSS:

#### Top Ten Open Enrollment

– FINANCIAL TIMES

#### #1 in Leadership Development

– LEADERSHIP EXCELLENCE

#### #4 for Faculty Research

– FINANCIAL TIMES



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**The Michigan Ross Experience**

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