

EXECUTIVE EDUCATION

# PEOPLE-DRIVEN THINKING

*This course accelerates your ability to understand, reflect on, and apply key leadership behaviors to help you, your team, and your organization achieve key performance goals and bring out the best in your people.*

## Leadership is the Key Driver of Any Business Area and Outcome

As leaders ascend corporate hierarchies, their work becomes more and more focused on managing people and organizations. In this course, we unpack the essential qualities you need to improve your leadership skills. We will introduce frameworks to diagnose, reflect on, and improve your own leadership skills, and then work through evidence-based skills to add to your leader toolkit, including skills for leading others, teams, and organizations.

Learn how to apply the critical people skills you need to:

- › Self-coach the abilities needed to lead yourself and empower others to bring out their best ideas.
- › Learn and practice techniques for resolving conflicts and creating high-value agreements with important stakeholders.
- › Identify indicators of team effectiveness and best employ skills to manage team dynamics.
- › Achieve congruence across important organizational elements and manage change in them effectively.

### KEY BENEFITS

- › **Improve Comprehensive Business Acumen:** Apply a systematic approach to solving business problems via an in-depth understanding of core business concepts, utilizing actionable tools and frameworks.
- › **Complete a Personalized Social Capital Questionnaire:** Discover the strengths and weaknesses of your personal network.
- › **Broaden Perspective Beyond Your Functional Area:** Observe greater impact when you apply an improved enterprise understanding and mindset.
- › **Learn New Skill Sets to Stay Ahead of the Game:** Fill in knowledge gaps with knowledge of new and emerging topics.
- › **Apply Learnings to Real-World Issues and Decision-Making Processes:** Broaden your understanding of key functions in management that further establish credibility.

### DATES\*

29 Jan - 2 Mar 2024  
8 Jul - 9 Aug 2024

### FORMAT

Online

### PROGRAM FEES\*

\$2,500 US

### CREDENTIAL

This course is part of the Accelerated Management Development Certificate Program. For more information, visit [michiganross.umich.edu/AMDCP](http://michiganross.umich.edu/AMDCP). Visit the website to see additional credentials.

### WHO SHOULD ATTEND

- › Future general managers and/or next-level leaders who anticipate increased management responsibilities.
- › Technical experts moving into a broader management role.
- › Entrepreneurs/business owners and/or persons without formal business education looking to expand their comprehensive business knowledge.
- › Motivated professionals looking to gain a comprehensive business credential.



## PROGRAM STRUCTURE<sup>^</sup>

This online course consists of eight asynchronous modules with two live synchronous sessions. The combination of the online platform, discussion groups and interactive live sessions fosters a dynamic learning environment.

### LEADERSHIP INTRODUCTION | INTERPERSONAL LEADERSHIP

#### Module 1: Introduction to Leadership

- › Michigan Model of Leadership Self Assessment
- › The Sanger Journey for Self-Coaching Leadership

#### Module 2: Interpersonal Leadership Skills - Leading Through Motivating Others

- › Effort to Performance, and Performance to Outcome
- › Expectancy Theory of Motivation

#### Module 3: Leading Through Empowering Others

- › Building a Company of Leaders

#### Module 4: Interpersonal Leadership Skills

- › Negotiation Skills

### DEVELOPING TEAMS | ORGANIZATIONAL LEADERSHIP SKILLS

#### Module 5: Problem-Solving Contentious Issues in Companies

- › Different Approaches to Come to an Agreement

#### Module 6: Team Leadership Skills - Leading Highly Effective Teams

- › Managing Teams
- › Running Team Meetings

#### Module 7: Organizational Leadership Skills - Organizational Congruence

- › Leadership Congruence Model
- › Case Study

#### Module 8: Organizational Leadership Skills - Organizational Culture

- › Leveraging Culture
- › Competing Values

## THE EXPERTS

Learn from the same faculty who teach in our highly-ranked degree programs. See the website for additional details.



**Susan Ashford**

Michael & Susan Jandernoa Professor of Management and Organizations



**Lindy Greer**

Professor for Management and Organizations  
Michael R. and Mary Kay Hallman Fellow



**Gretchen Spreitzer**

Associate Dean for Executive and Corporate Relations  
Keith E. and Valerie J. Alessi Professor of Business Administration



**Maxim Sytch**

Professor of Management and Organizations

## TIME COMMITMENT

- › **Duration:** 6 weeks
- › **Weekly Coursework:** 5 - 7 hours/week
- › **Format:** Asynchronous & synchronous sessions
- › **Badge:** Earn a digital social media-friendly badge upon completion of the People-Driven Thinking program

**9.4/10**

OVERALL SATISFACTION  
SCORE FOR OPEN PROGRAMS  
– Financial Times, 2023

## ▶ REGISTER TODAY!

For more information, contact:

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[michiganross.umich.edu/pdt](https://michiganross.umich.edu/pdt)

<sup>\*</sup>Dates and program fees are subject to change. Check the website for the most current program details.

<sup>^</sup>This sample schedule is meant to be representative of the program structure and content. Timing and session topics are subject to change.