



Program Modules

Leadership Development I: This module will focus on “Coaching for Top Performers.” Coaching has become an essential component of leadership in the workplace. Pragmatic leaders--those interested in the practical aspects of execution--understand that the key to success is enhancing the capacity, competence, and skills of those they work with. Leaders understand that success is embedded in the accomplishments of those they work with. As such, top leaders grasp the critical importance of coaching and the five key rules; which will be discussed and learned as part of the coaching dialogue.

Leadership Development II: This module will focus on Leadership Development and on maximizing the effectiveness of leaders at work. Topics include self-awareness, leadership theories, and transformational and inspirational leadership. The workshop will include some self-assessment exercises including feedback conversations and checkpoints. Handling difficult conversations with employees or customers can be challenging. This session will help identify behaviors and social styles for enhanced communication. Takeaways include practices designed to help initiate difficult conversations, practices that help to be more comfortable during difficult conversations, and ways to make difficult conversations have positive outcomes.

Economic Development I: This module will cover the economic development process as it relates to the Katy area, economic development strategic plans and planning, strategy execution and interactive case studies involving two economic development projects--which lead into Economic Development II. These modules will be focused towards identification and development of future economic development leaders for the Katy area region.

Economic Development II: This module will review additional case studies and continue where Economic Development I ended. Participants will engage in outside classroom assignments, discuss projects and develop presentations to present to the class and to other economic development officials from the region; who will provide input and feedback.

Community Development: This module will cover the three pillars of community development and address creating opportunities for collaboration and cooperation. Other discussion and learning items include: a) partnerships between community organizations and governmental entities; b) regionalism; c) education resources; d) philanthropy; e) non-profits; and (f) faith-based charities.

Cultural Development: This module will discuss the impact culture has on: an organization’s market development; organizational development and culture change; and culture creation and the role of management. Other important components include diversity and organizational culture and the culture cycle as it relates to dynamics in neighborhoods, education and the workplace.



Program Modules continued

Innovation: This module will address the three types of innovation and how they affect an organization's ability to grow and include: new markets (Blue Oceans); disruption; sustaining innovation (market share growth strategies and sustaining innovations); and process improvement (reengineering and Six Sigma).

Strategy Development: The purpose of this module is to enhance management capacity and group strategic performance. Cases and concepts of business analysis and management tasks are important parts of the course and include: a) assessing the performance of an organization and forecasting its prospects as it is currently being run; b) identifying the important opportunities and challenges facing an organization and setting out a course of action for dealing with them; c) defining the capabilities essential for the development of an organization and acting to build or acquire them, and (d) implementing operational changes, as necessary.

Negotiation, Conflict Resolution & Graduation: In this workshop, participants will learn from an extensive set of negotiation experiences in class, practice skills, and benefit from feedback. The workshop begins with an introduction to basic negotiation concepts and tactics, followed by a focus on important aspects of the negotiating process—obstacles to effective communication at the bargaining table, the maximization of multiple interests, tactics for coalition building. Handling a difficult conversation with an employee or customer can be challenging. Additionally, this session helps participants identify behaviors and social styles to communicate with different people. Takeaways include practices designed to help participants initiate difficult conversations, practices that help participants to be more comfortable during difficult conversations, and ways to make difficult conversations have positive outcomes. Following Strategy Development will be the Katy Area Leadership Institute Graduation Ceremony and participant receipt of the UH Bauer Leadership Excellence Certificate.