

## ***International Academy for Advancement Leadership (IAAL) Syllabus for Virtual Workshops***

### **The Case for Leadership Development**

A brief look at how the work environment is changing and the leadership attributes that will be necessary to succeed in this new paradigm.

### **Our Leadership Development Philosophy**

An overview of Advancement Resources' leadership development philosophy and the importance of both horizontal and vertical leadership development. Emphasis is placed on the power and importance of empathy and vulnerability in leadership.

### **Optimizing Your Learning Experience**

An overview of the next steps in the leadership program and the opportunity to begin creating a plan for implementing new learning on the job for optimal return on investment.

### **Overcoming Your Natural Resistance to Change**

How to overcome the natural resistance that prevents you from making the behavioral changes that would make you a more successful leader.

### **Building a Foundation of Trust**

How five essentials of trust that will foster confidence among team members, colleagues, and the constituents you serve.

### **Driving Change Through Generative Leadership**

How to facilitate successful organizational change by engaging and mobilizing people at all levels inside and outside of your organization to solve problems, innovate, and achieve shared goals.

### **Adapting to Different Personalities**

How to communicate with and motivate team members who have different personality traits and communication styles.

### **Conducting Difficult Conversations**

How to navigate challenging conversations in a productive and professional manner.

### **Managing Up and Across**

How to build productive relationships and maximize influence with your boss and other leaders and peers across the organization.

### **Navigating Generational Perspectives**

How to understand and work effectively with team members and constituents from five different generations: Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z.