



Center for Continuous Improvement (CFCI)

is proud to present

TRANSITIONING INTO LEADERSHIP ROLES CERTIFICATE

*Have you recently moved into a new leadership role?
Are you struggling with the right approach to meet your new challenges to achieve success? If so, please join us for this certificate opportunity designed to assist you with developing a critical success strategy.*

Who should attend this program?

The **Transitioning into Leadership Roles Certificate** is a 3-Phase program designed as a professional development opportunity for business professionals who aspire to make a successful transition into a leadership role.

How will you benefit from this seminar?

Through a facilitated discussion, group activities, personality assessments and the development of an individualized plan, participants will customize their strategies for a successful transition into a desired leadership role.



Jenell L. S. Wittmer, Ph.D. is an Industrial/Organizational Psychologist and Associate Professor of Management in the College of Business and Innovation at

The University of Toledo. Her areas of teaching include Human Resources, with a special focus on Training and Development, Leadership Development, Organizational Behavior, and Results Based Management. Dr. Wittmer is certified as an assessor for Managerial Assessment Centers and is an expert in mid-level managerial coaching and development. She regularly serves as a consultant and speaker on such topics as leadership development, team leadership, disabilities awareness and strategic advantage, training and development for small businesses, and personal communication styles.

PHASE 1: PROGRAM AGENDA

Discussion, Assessments, Individualized Plans and Course Work

SESSION I A facilitated discussion and summary of key concepts, i.e. how is your role going to change, and what new skill sets do you need to make those changes successful?

SESSION II Skills and personality assessments (outside of the sessions) with a debrief meeting guiding participants as to “what to do with this information” inside the session - with the message that there are no good or bad results, only perspectives.

SESSION III The creation of individualized developmental plans and goal setting. This step will involve a customized approach to creating individualized plans and goal setting based on the needs of participants and/or to the preferences of senior leadership.

SESSIONS IV and V As a result of Sessions I-III, courses will be selected for Sessions IV and V. They may include but not be limited to:

- *Leading through Listening & Giving and Receiving Constructive Feedback*
- *Persuasive and Effective Communication & Making Conflict Constructive*
- *Prioritizing, Planning, and Organizing our Time & Delegation*
- *Into the Trenches: Leading Teams*
- *Interpersonal Relations: Emotional Intelligence Building*
- *Understanding Others' Decision Making Processes*
- *Managing Stress and Balance*
- *This is Not Public Speaking 101*