Business Leadership

Leadership forms part of nearly every employee's job description. Businesses today require employees able to take the initiative, find innovative solutions, act like an entrepreneur, and lead others towards organizational success.

This module will help you understand and apply foundational leadership concepts including leadership traits and characteristics, leadership development and succession, transformational leadership, measuring leadership effectiveness, and contingency leadership.

This module is appropriate for every employee, including those newly promoted and assigned with leadership responsibilities.

Outcomes

1. Identify general and task-related traits that contribute to leadership effectiveness.

2. Recognize key motives that contribute to leadership effectiveness.

3. Describe cognitive factors associated with leadership effectiveness.

4. Discuss the hereditary versus environment issue in relation to leadership effectiveness.

5. Review the strengths and weaknesses of the trait approach to leadership.

6. Explain how leaders develop through self-awareness and self-discipline.

7. Discuss how leaders develop through education, experience, and mentoring.

8. Review the nature of leadership development programs.

9. Describe the nature of leadership succession.

10. Describe many of the traits and behaviors of charismatic leaders.

11. Explain the communication style of charismatic leaders.

12. Explain the nature of transformational leadership.

13. Identify several of the impacts of charismatic and transformational leadership on performance and behavior.

14. Review the key leadership dimensions of initiating structure and consideration.

15. Discuss how leaders use 360-degree feedback to improve their performance.

16. Describe different leadership styles.

17. Recognize how to choose the most appropriate leadership style.

18. Explain how the situation influences the choice of leadership objectives.

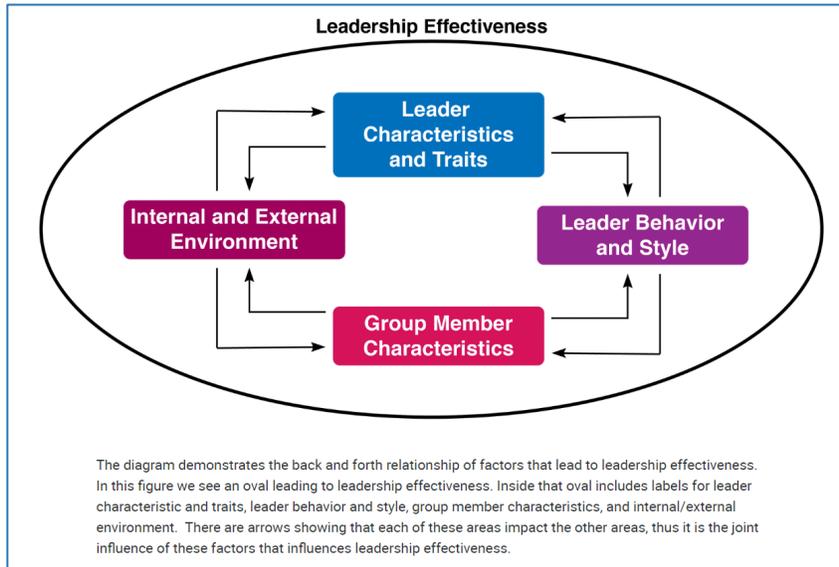19. Discuss the contingency theories of leadership effectiveness.

Recommended Learners

Higher Education	Business, Industry, Nonprofits, & Agencies
➢ Undergraduate Students	➢ All employees in leadership role.
➢ Graduate Students	➢ Small Business Owners and Entrepreneurs

Leadership Effectiveness

The diagram demonstrates the back and forth relationship of factors that lead to leadership effectiveness. In this figure we see an oval leading to leadership effectiveness. Inside that oval includes labels for leader characteristic and traits, leader behavior and style, group member characteristics, and internal/external environment. There are arrows showing that each of these areas impact the other areas, thus it is the joint influence of these factors that influences leadership effectiveness.

An example of a learning event in our Leading Edge Learning modules. The types of instructional content within the modules include: readings, videos, transcripts, audios, interactive questions, offline application exercises, flash cards, narrated presentations, matching exercises, relevant articles, downloads, a final exam, and other activities designed to engage learners based on recognized science of learning educational concepts.

Applications and Best Practices

Higher Education	Business, Industry, Nonprofits, & Agencies
✓ Include the module in an undergraduate course on leadership.	✓ For leadership development and succession.
✓ Use in conjunction with a graduate leveling program.	✓ To increase employee engagement and reduce staff turnover.
✓ Professional development opportunities for students.	✓ As a mentoring program for newly appointed leaders.

Pricing
Module is Approximately 3-5 Learner Hours

1-100 Learners per Year	101-500 Learners per Year	500+ Learners per Year
$49 per Learner	$44 per Learner	$39 per Learner