



Intensive Leadership Certificate Program

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Title & Description

Title:

Intensive Leadership Certificate

Essential Elements:

Develop Skills, Build Networks, Act

Description:

The Intensive Leadership Certificate is a week-long retreat-style program designed for mid-level managers interested in furthering their growth as leaders, building networks with professionals across various fields, and developing personal, action-oriented plans for immediate implementation.

Program Overview

This immersive program focuses on the inner and outer work of leadership, identifying your strengths and applying them to your role. The sessions begin with self-assessments, which unveil the inherent leadership qualities you already possess. Then, utilize this information throughout the week as you learn Organizational Leadership skills such as conflict management, team building, organizational culture, motivating and engaging employees, ethical leadership, strategic thinking, and more.

The sessions will be interactive, and encourage meaningful discussion and reflection. In addition to skill development, participants will also focus on building relationships, developing deeper connections with others in similar positions, and fostering a supportive network for ongoing learning and collaboration. The program will conclude with participants creating a working document that will assist them in defining and monitoring their professional goals and implementing the skills and knowledge acquired throughout the week.

Program Location & Cost

Retreat Program:

This 5-day (Monday-Friday) program takes place at Minnesuing Acres, an all-inclusive resort in Douglas County, Wisconsin. Breakfast, lunch, dinner, refreshments/social hours, and hotel accommodations are provided. This retreat environment creates the perfect backdrop to focus on leadership and professional development. Check out the amazing offerings here: minnesuingacres.com

This certificate includes access to optional outdoor and indoor activities in addition to program materials, a leather-bound journal, a large tote bag, and for sustainability purposes, a reusable water bottle and coffee cup. Participants will receive a digital badge/certificate upon program completion.

Cost: \$3750/per person

Program Outline & Content

This weeklong retreat will begin between 11:00 a.m. and 12:00 p.m. on Monday and conclude by 1:00 p.m. on Friday to accommodate participant travel.

Monday (Day 1)

This initial workshop is focused on the “inner work” of becoming a strong leader. Through self-assessment and self-reflection, participants will identify personal strengths to leverage in their current roles and apply as they grow within their organizations. Utilizing the Clifton Strengths-Finder tool, participants will learn about their strengths and those of others. The first lesson of this workshop creates the foundation for the rest of the week and serves as an opportunity to meet each other, break the ice, and create camaraderie for the in-depth work to follow.

Key Leadership Topics:

- Understanding the importance of the “inner work” of leadership.
- Identifying the challenges of moving into leadership roles.
- Identifying personal strengths as a leader and how to leverage these within the role.

Tuesday (Day 2)

On the second day, participants will build on their strengths by focusing on how to develop high-performing teams, establish trust, and effectively resolve conflicts. This workshop will teach concepts like integrative negotiation and how to apply workplace ethics to de-escalate conflict between employees, or between leader and employee. A large focus of the day will also be the importance of team building, stages of team formation, and the concepts of social facilitation that impact team dynamics.

Key Leadership Topics:

- Building trust
- Resolving conflict
- Teambuilding

Wednesday (Day 3)

During Day 3, participants will look at their organization’s culture through a birds-eye view. Discussions will focus on civility in conversation, appropriateness in interactions, and how participants can impact organizational culture to create more engaged, motivated employees. Tools for employee engagement, such as SMART goal-setting will also be emphasized.

Key Leadership Topics:

- Communication skills
- Civility in the workplace
- Organizational Culture
- Engaging and motivating employees

Thursday (Day 4)

The Day 4 workshop asks participants to look at their span of management and areas of impact, highly focused on the “outer work” of leadership. The first half of the day considers the immediate, internal work environment. Participants are asked to define what they can control, what they should address, and how to communicate these things to people affected by changes. This change management aspect will emphasize the individual strengths defined in Day 1. The second half of the day asks leaders to consider the external environment and take a future-facing perspective. This strategic thinking and planning portion of the day helps foster an understanding of the importance of business acumen, industry-specific knowledge, networks, and other potentially impactful factors outside of the control of their organizations. This helps participants to take a forward-thinking approach to decision-making and management within their roles.

Key Leadership Topics:

- Practical change management
- Strategic thinking and a future-facing mindset

Friday (Day 5)

This final session comprises a half-day planning and development session where participants choose the key topics from previous days and work on individual action plans. This is a working draft that can be added to and referenced as they return to their roles and gives leaders an action plan for where they intend to focus and grow. This process is facilitator-led, and participants are encouraged to work in small groups while building their plans. This provides a tangible takeaway to help with the implementation of all the work done over the week, which can be shared or can serve as an individual touchpoint for planning.

Feedback & Evaluation

Participants will be encouraged to complete a post-program survey, which will be used to support planning and refinement for the next offering.