



Spring 2021 Leadership Certificate Program

Schedule and Session Descriptions

Registration for the Spring 2021 Leadership Certificate Program will open on January 18, 2021.

Click [here](#) to access the registration site.

Program Details

1. All sessions will be held virtually.
2. Each session will be divided into two 3-hour blocks. Participants will attend both blocks.
3. Sessions will be held on Thursdays from 8:00 AM to 11:00 AM (block 1) and Fridays from 8:00 AM to 11:00 AM (block 2). See below for dates.
4. Participation will be limited to 25 participants in order to maximize learning and development opportunities.
5. All materials (binders, readings, handouts, exercises, etc.) will be provided to participants. Whenever possible, both hardcopy (via US Mail) and electronic copies will be provided to participants.
6. If conditions permit, a face-to-face recognition ceremony will be held in late May or early June.

The registration fee for the Spring 2021 program is \$725. The fee for Illinois State University Alumni and graduates of either Leadership McLean County or the Multicultural Leadership Program is \$650.

Session 1

Thursday, April 15

Friday, April 16

FOUNDATIONS OF ORGANIZATIONAL LEADERSHIP | Dr. Rick Ringer

Leadership is widely regarded as critical to long-term success for most organizations. Research clearly indicates that the quality of leadership is strongly related to overall organizational performance. This session will examine a number of foundational issues in leadership, including the role and impact of leadership in organizations, as well as discussion of current leadership best practices.

Read more about Dr. Ringer [here](#).

Session 2

Thursday, April 29

Friday, April 30

BUILDING HIGH PERFORMANCE ORGANIZATIONS | Dr. Peter Foreman

Why do some organizations continually outperform their competitors?

This session will examine the characteristics that appear to be key attributes of high performing organizations. In particular, this session will explore the impact of leadership in creating conditions that contribute to high-performance behaviors.

Content of this session will address such topics as: motivation, influence, communication, and decision making.

Read more about Dr. Foreman [here](#).

Session 3
Thursday, May 6
Friday, May 7

LEADERSHIP, POWER, AND POLITICS | Dr. Rick Ringer

For many of us, power and politics are “dirty” words—as well as unfortunate and unpleasant aspects of work.

However, research in leadership and organizations clearly suggests that understanding both power and politics is vital to leadership success. While politics may include activities that violate established norms and procedures, they are often necessary to accomplish work-related tasks. And, because leaders must understand the social structure of the workplace in order to “get things done,” they need to understand power and social influence tactics.

This session will focus on understanding the key role that power and political behavior plays in leadership success, with a focus on how leaders can enhance their power and their political acumen.

Read more about Dr. Ringer [here](#).

Session 4
Thursday, May 20
Friday, May 21

STRATEGIC LEADERSHIP | Dr. Peter Foreman

Research clearly indicates that strategic leadership is essential to long-term organizational success. The challenges and complexities of modern economies place a high premium on strategic leadership. Organizations that are able to create and implement sound strategies are those that will be much more likely to achieve and maintain high levels of organizational performance.

This session will focus on the fundamentals of strategic leadership and those characteristics that strategic leaders tend to have in common. While strategic thinking and strategic leadership do become more important as leaders “move up” the hierarchy, developing these skills is critical at all levels of leadership. Leadership opportunities will be more available to those individuals who understand strategy development and work to develop individual strategic leadership skills.

Read more about Dr. Foreman [here](#).