Leadership Foundations Certificate Program
Program Duration: 5 days plus 3 days of electives

Description:

At the Xavier Leadership Center, we believe that becoming an effective leader is a journey defined by experience, self-awareness and personal development. Leaders need to develop and refine their abilities throughout their career. The Leadership Foundations Certificate program is about great leadership and you. We help you understand what makes a leader great and how to incorporate that knowledge into how you lead—in a way that makes sense and is authentic to you.

The Leadership Foundation Certificate is a hands-on, multi-layered learning experience. The overall approach is to provide framework for understanding who you are as a leader, where you want your team or organization to go and how you are going to get there.

Three Key Elements of the Program:

Part I. Leadership-in-Action Project – To help you frame your learning and apply it to your work when you complete the Leadership Foundations Certificate, there is a hands-on Leadership-in-Action Project. This project is the Leadership Competency Assessment that is used throughout the Dimensions of Personal Leadership Program to enhance personal leadership awareness and growth.

Part II. The 5-Day Essential Leadership Experience – Includes 5 days of core leadership curriculum (Dimensions of Personal Leadership, Making Strategy Accessible and Relevant, Leading Sustainable Change and Coaching and Mentoring for Performance Excellence) held with a single cohort group from diverse industries and experiences. This program provides an opportunity for peer-to-peer learning, which we believe is essential for leadership development.

Part III. The 3-Day Individual Experience Electives* – Participants choose any 3 single-day electives in areas of Leadership In-Depth, Enhancing Personal Effectiveness, and Broadening Business Knowledge Programs. This allows participants to customize their leadership and learning experiences to address their specific needs and situations.

*Individual Experience Electives are taken on 3 separate days. See the Corporate University @ Xavier University Program Calendar at www.xavierleadershipcenter.com for the dates of the electives in which you are interested as well as to register for the program.
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Audience:
This program is appropriate for experienced managers of managers or supervisors, or middle or upper-level staff managers with no direct reports, who are responsible for leading and influencing others to deliver organizational strategy.

Outcomes:
Unleash your own leadership potential and become the kind of leader who can inspire, engage and empower others to achieve results by:
- Maximizing the impact of your leadership gifts by putting your leadership persona into various dimensions
- Creating and communicating a compelling sense of purpose and direction to your organization
- Developing, motivating and empowering individuals to connect day-to-day work with organizational strategy
- Building your skills in personally chosen areas to have the most impact on your specific business challenges.

Topics Covered:
In this intensive program you will participate in a:

5-Day Essential Leadership Experience
- Dimensions of Personal Leadership (2½ days)
- Making Strategy Accessible and Relevant (1 day)
- Leading Sustainable Change (½ day)
- Coaching & Mentoring for Excellent Performance (1 day)

3 1-Day Individual Experience Electives (Choose any 3 of the one-day program list on the XLC calendar)
Facilitators:

Denise Dal Vera

Denise Dal Vera is a facilitator for Xavier Leadership Center and a faculty member at the University of Cincinnati’s College-Conservatory of Music Drama Program. She has enjoyed a highly varied career as a corporate spokesperson and actress. As a corporate trainer, some of her clients include: Children’s Hospital, UC Law School, Fifth/Third Bank, General Motors, GTE, Iams, Kroger, Lexmark, Boeing Aircraft, Contel, Eli Lilly & Co., Macy’s Stores, American Financial Group, Cincinnati Bell, Procter & Gamble, Reynolds & Reynolds, UMPC Health Plan. Currently producing the Public Television documentary Steel Heartbeats, which focuses on peace and inclusion through music, Denise holds Executive Board positions both locally, with The Cincinnati Labor Council AFL-CIO, and nationally, with The Screen Actors Guild - American Federation of Television and Radio Artists. You can see her in featured roles on Army Wives, 21 Jumpstreet, Northern Exposure, Days of Our Lives, Body Language, and most recently the films, The Next Three Days with Russell Crowe, My Bloody Valentine 3-D, Homecoming, Madison, Uninvited Guest, Artworks, and Dead Horse.

Annie Fitzpatrick

Annie Fitzpatrick is a facilitator at Xavier Leadership Center and a member at the University of Cincinnati’s College-Conservatory of Music Drama Program. She has also taught interpersonal communication skills at UC’s College of Law and UC’s College of Medicine. As a professional actress she has been a spokesperson and corporate trainer for companies that include Procter & Gamble, Lenscrafters, Krogers, Cintas, Ipsos, Barefoot Proximity, Hewlett Packard, Parker Brothers, RCA, JB Speakers, and Motorola. She has coached professional actors for over 25 years and created a Conservatory program for The Tri-State American Federation of Radio and Television Artists. She has appeared Off-Broadway, toured nationally and internationally, and works in regional theatres across the country. She has appeared in numerous national and local commercials. TV and film credits include Those Who Kill, Army Wives, Little Accidents, Fun Size, Milk Money, Loving, and Broken Hearts. As a company member of The Ensemble Theatre of Cincinnati, she has received two Best Actress Cincinnati Entertainment Awards and multiple Acclaim Awards, including one for Best Supporting Actress.
Priya Klocek

Priya is a human resource professional with more than 15 years of experience working with a variety of organizations on employee development, change management, global diversity and cultural awareness. Priya has extensive experience in conducting skills assessments, analyzing results, and facilitating debrief sessions.

Priya’s corporate experience includes being instrumental in the cross-cultural training of employees in both the U.S. and abroad.

Priya holds a Bachelors degree in business from the College of Mount St. Joseph and a Master’s degree in Human Resource Development from Xavier University. She is a certified coach practitioner and teaches a graduate course on managing diversity at Northern Kentucky University. Priya is also qualified in the Prosci Change Management methodology and the Intercultural Development Inventory.

Michael A. Lair

Mike has been a facilitator with the Xavier Leadership Center for many years. He specializes in helping people and businesses learn and develop together to set and meet organizational goals. Mike provides invigorating programs in leadership development, team effectiveness, and personal performance. His inspiring and dynamic facilitation style energizes clients to maintain enthusiasm and effectively apply their learning to meet the practical challenges they face every day.

In both the corporate and not-for-profit sectors, Mike has directed Human and Systems Development efforts for small, large, and multinational companies. He has served as Director of Experiential Programs, and currently chairs the Experiential Training and Development Alliance, WEB Education Tools. For seven years Mike was the Director of Organizational Learning for Joy Outdoor Education Center, near Cincinnati, where he provided the leadership to initiate a full-service consulting operation, doubling base revenues and tripling the client base.

Mike earned his Bachelor of Arts in Industrial Psychology/Quality of Work Life from Bowling Green State University. His publications include articles in the "Book of Metaphors, II" for the Association of Experiential Education, and "Getting Teams on the Same Page." Mike has also produced the manuals Managing Conflict, Team Alignment Process®, Creating Shared Vision, Developing Strategic Plans, and Quality Team Processes and Leadership.
Pam Rincones

Pam is an XLC facilitator delivering value in a number of areas from Leadership & Employee Communications, Cultural Awareness & Competence, Employee Survey Programs, Employee Relations, Teams, and Change Management. Her extensive career in leadership positions at Fifth Third Bank including Employer of Choice VP and Chief Diversity & Inclusion Officer provide Pam with the ability to understand a wide variety of corporate cultures and gaps in organizational development. She delivers a combination of content and experiential learning to produce the necessary impact to increase organizational success. Pam is certified in the following:

- Franklin Covey (FC) 7 Habits of Highly Effective People
- FC Leadership Greatness
- DiSC Personality Style Profile
- Career Systems International (CSI) Career Power
- CSI Career Coaching for Managers
- CSI Employee Engagement & Retention