

# LEADING TODAY CERTIFICATE

ACHIEVE EXTRAORDINARY RESULTS THROUGH OTHERS

**“Opportunities for leadership are all around us. The capacity for leadership is deep within us. Matching the two is...the world’s hope.”**

**— Madeleine Albright**

Effective leaders continuously enhance their skill set to make an impact for the people and organizations they lead. The journey is defined by experience, self-awareness, and personal development. The *Leading Today Certificate* provides necessary tools to create a Human-Centered Leadership approach that is authentic and aligned with your values. The *Leading Today 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.

In this highly interactive learning experience, we will explore the characteristics of great leaders that will help you establish your influential leadership presence. You will learn new tools to help you lead teams through change, to inspire diverse and distributed organizations, to grow great talent, and to learn by leaning in. We’ll also explore the unique challenges of leading in a world that has becoming increasingly volatile, unexpected, uncertain, complex, and ambiguous—a future some refer to as the VUCA World.

Our journey together is based on a simple framework of Human-Centered Leadership:

- Empathy for oneself and others
- Choosing curiosity over judgment
- Openness to being wrong
- Importance of perspective-taking and inviting diverse perspectives
- Creating conditions for psychological safety



## TAKE-AWAY SKILLS:

- How to lead with empathy through change, crisis, and disruption
- How to inspire behavior changes in oneself and others
- How to leverage the diversity of talent (including diversity of thought and experience) in the organization
- How to practice Human-Centered Leadership
- How to shift the mindset of an organization via inspiration

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## **PRE-PROGRAM WORK: YOUR LEADERSHIP ASPIRATION**

Prior to the start of the program, you will receive a template with details on collecting feedback from those you lead and on guiding a self-reflection exercise.

### **Audience:**

Middle-to-upper-middle level managers who are responsible for leading and inspiring others to deliver organizational strategy. Three or more years of management experience suggested.

**Cost: \$2,850 General Registration**

**Select Discounts Available**

**2.4 CEUs will be issued for this program**

### **Duration:**

This program consists of 3 sessions over the course of 3 days.

## **PROGRAM COMPONENTS:**

### **Foundation: Building a Human-Centered Leadership Mindset:**

At the heart of our model is a belief that leadership is a choice to serve, not merely a path to promotion. We'll talk about the responsibilities of leadership, the seven things great leaders do, the open mindset great leaders master, and the critical role of trust which leaders must earn and give. We'll unpack the differences between managing and leading, clarity and certainty, intention and impact.



### **Skills: Applying the Principles of Human-Centered Leadership:**

We will focus on the insights and skills required for Human-Centered Leadership. We'll provide approaches and tools to align organizations, creating a culture that inspires high performance, staying the course or making course corrections in the face of change or failure, building psychological safety, and unleashing the potential of the team. We'll include team-based exercises that enable you to practice these concepts to enable immediate application post-session.

### **Challenge: Leading Today and Building the Confidence to Lead in a VUCA World:**

We are living in a VUCA world—volatile, uncertain, complex, and ambiguous. These conditions demand the very best of us as leaders. They can be incredibly stressful, but we can turn them into opportunities with the mindset and skills you'll develop throughout this learning experience.

### **Capstone Project:**

To successfully complete this certificate program and earn a badge, you will complete a capstone project that will be reviewed by the program facilitator. We'll ask you to craft your Human-Centered Leadership philosophy to share with others at the organization.

# BUSINESS INNOVATION CERTIFICATE

## Digital Badge:

Xavier Leadership Center is proud to offer each participant a digital badge in Leading Today once participants have met program completion criteria. Digital badges include a direct link to view program credentials and can be utilized by participants on social media and digital resumes.



## Representative Facilitator:



### Holly O'Driscoll:

Holly O'Driscoll is an industry expert in the field of Design Thinking and human-centered innovation. She has enabled the transformation of organizations through teaching the method and mindset of Design Thinking. As Global Design Thinking Leader at P&G, Holly partnered with teams across the company to lead more than 250 Design Thinking experiences, often at the request of C-suite executives. Holly's passions include problem framing, the application of Design Thinking to organizational strategy, unleashing the diversity of people, leadership philosophy, and creating conditions that allow

human creativity and curiosity to thrive.

Throughout her 20+ year career, Holly has built a reputation as a master human-centered innovation strategist, trainer, and facilitator. She is the founder and CEO of Ampersand Innovation, LLC; a Design Thinking and human-centered innovation strategy consultancy focused on unleashing the diversity and potential of people and ideas via workshops, design sprints, and capability development.

Holly is currently an Entrepreneur in Residence at the Miami University Altman Center for Entrepreneurship, and the former faculty chairperson and lead instructor of the Rutgers University Design Thinking Executive Education program. She has guest lectured on the topic of Design Thinking at The Parsons School of Design, Harvard Business School, Stanford University's Graduate School of Business, Michigan State University, University of Toronto's Rotman School of Business, and more. In January 2018, she was named one of Michael Bloomberg's Design Thinking Coaches for the Bloomberg Philanthropies USA Mayor's Challenge project, and one of her cities was awarded a \$1 million prize for their work together.

In addition, she has contributed to several books including Tom Wujec's *The Future of Making*, David Dunne's *Design Thinking at Work*, and Thomas Lockwood's *Innovation by Design*. Holly is also a globally sought-after conference keynote speaker. Holly has a BA in Chemistry and MBA from Thomas More College.