



HIGH PERFORMANCE LEADERSHIP ACADEMY



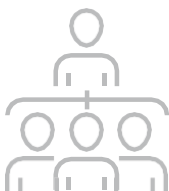
Local businesses affect Michigan communities and residents every day. When our staff are empowered as leaders, we deliver services more effectively. The **High Performance Leadership Academy (HPLA)** is a resource that connects your team with practical leadership training. HPLA uses an innovative, interactive online learning platform that combines real-time webinars, recorded sessions, and small group discussions to deliver effective training without traveling away from the workplace – saving time and maximizing budgets.

THE ACADEMY FOCUSES ON FIVE ESSENTIAL SKILLS:



LEAD:

Engage teams and stakeholders to foster positive climates and exceed common expectations



ORGANIZE:

Plan, lead and execute organizational change more effectively and consistently



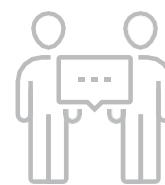
COLLABORATE:

Establish alignment and strong partnerships through building stronger relationships



DELIVER:

Measure projects and processes to deliver results aligned with community priorities



COMMUNICATE:

Create clarity, confidence and community

Developed by a team of experts including General Colin Powell, Marshall Goldsmith, and leading Fortune 500 executives, the High Performance Leadership Academy empowers organizations with strategies to boost employee retention and engagement.

"The structure of the program allowed me to learn from some of the finest leaders and experienced faculty that no single conference or course could ever offer. It allowed me to work at my own pace and learn and share with peers from different geographic areas."

– Manager, Michigan Graduate



Email Director of Enrollment Sarah Bruck to learn more at sarahb@pdaleadership.com





HIGH PERFORMANCE LEADERSHIP ACADEMY



Course 1: Leadership Mindset & Positive Engagement

This course provides insights from members of the program's National Leadership Board on the ways leaders shift their mindset from being excellent individual contributors to becoming highly effective leaders. The course also focuses on increasing empowerment and engagement to achieve individual, team and enterprise success. The second half of this course demonstrates how leaders enable "positively deviant" performance and engender positive culture and communication.

Course 2: Leading Effective Change

The emphasis of this course is to prepare participants to engage in change initiated by others and to drive effective change as an active change agent. This course illustrates three facets of organizational change, including planning, executing, and sustaining successful change. A balance of theoretical and pragmatic insights allows participants to understand the strategic, financial, or market-based reasons for change and how to drive toward breakthrough results.

Course 3: Communication and Collaboration

Participants learn and practice the skills needed to improve the quality of interpersonal communication in a variety of contexts. Participants will learn how to effectively speak the language of business and convey information across diverse stakeholder groups, as well as break down silos between organizational divisions to drive better decision making. Each participant will understand effective communication as it relates to leading others, managing conflict, providing and receiving feedback, and negotiating with the Mutual Gains Approach.

Course 4: Leading High Performance Teams

This closing course focuses on measures, metrics, and practices used across the enterprise to achieve high performance. Participants learn that results – values and benefits – may differ from one organization to the next and even from department to department, but the consistent variable is It's All About People.

COURSE 1

Module 1: Your Leadership Mindset

Module 2: Your Potential as a Positive Leader

Module 3: Positive Leadership and Your Team:
Empowerment & Engagement

Module 4: Leadership Rules and Your Oath

Break Week

COURSE 2

Module 1: The Process of Change: Planning

Module 2: The Process of Change: Executing

Module 3: The Process of Change: Sustaining

Module 4: Leadership Rules and Your Oath

Break Week

COURSE 3

Module 1: Speaking the Language of Business

Module 2: Positive Communications

Module 3: Mutual Gains Approach

COURSE 4

Module 1: It's All About People

Graduation

"This course has been extremely valuable to my growth as a leader. Hearing from the various corporate leaders and collaborating with my breakout group opened perspectives to leadership that I never thought of before. I look forward to applying these newly found skills and attributes to my professional and personal life."

- Fiscal Analysis Supervisor, MI

Email Director of Enrollment Sarah Bruck to
learn more at sarahb@pdaleadership.com

