

Course Details

Leadership University will consist of one orientation session plus a total of eight courses.

- Orientation – For selected candidates and their supervisors, this opening session is designed to help candidates learn more about each other, learn what to expect from Leadership U and ensure that candidates and their supervisors understand the commitment needed on both parts for the candidates’ successful completion of this two year program.

- Four UA-specific components - developed specifically for this program
 - UA Course 1 – The University of Alabama – Past, Present and Future
Being effective in any organization requires an understanding of the various dimensions of the organization and how to work with the challenges – instead of against them– in order to achieve the goals of the organization. This two day course will focus on many of those dimensions here at UA - such as our vision, growth plan, governance and culture. You should gain a better understanding of the knowledge and behaviors needed for successful navigation.

 - UA Course 2 – Managing Others at UA
A successful member of management must be able to attract, develop and retain individuals who possess the competencies to meet current and future organizational needs. This two day course will introduce you to critical human resources issues – ranging from understanding the legal, ethical and cultural foundations of working at UA to knowing how to utilize the best practices of the human resources processes such as hiring, retaining, and developing employees.

 - UA Course 3 – Managing Resources at UA
Our greatest resource at UA is our people, who are key to our continued success. In addition to managing this critical resource, leaders are also expected to successfully manage other resources available to them – such as money and time. This two day course will highlight issues in resource management as well as review best practices for effectively utilizing the resources available.

 - UA Course 4 – Managing Self/Career at UA
You’ve learned who and what are important at the University, how to utilize best practices to manage people, money and time – now, how can you proactively take charge of your own continued development? This course will focus on the importance of lifelong learning and networking as part of the process in achieving your career goals. You will also be introduced to a variety of tools and resources to assist you in your career management.

- Four management and leadership components – selected from six courses currently offered by the College of Continuing Studies.
 - Dealing Successfully With Tough “People” Issues
 - Selecting, Orienting and Training New Employees
 - Developing an Enlightened Approach to Corrective Actions
 - Managing Employee Conflict
 - Coaching for Performance

 - Developing Critical Management Skills
 - Building Successful Work teams
 - Planning, Organizing and Delegating
 - Creative Problem Solving
 - Effectively Managing Change

 - Increasing Your Managerial Productivity

- Understanding and Advancing the Cornerstones of Management: Personal and Professional Productivity and Effectiveness
 - Developing a Successful Negotiating Style
- Enhancing Your Communication and Leadership Effectiveness
 - Bottom-line Business Communications
 - Harnessing the Power of Diversity
 - The Leadership of Change
- Dealing with Critical Legal, Ethical and Strategic Issues
 - Preventing Employee Litigation
 - Understanding Business Ethics
 - Introduction to Strategic Management Process
- Leadership: This session provides the tools to increase interactions effectiveness, to effectively use power and influence, to improve performance, to assess individual strengths and weaknesses, and to transform your team, department and/or organization.