Leadership Workshops

OVERVIEW

As today’s workforce continues to diversify, leadership tasks and responsibilities have become more complex. Northeastern University prepares leaders to meet these evolving challenges by helping cultivate a personal leadership philosophy. Leveraging participants’ backgrounds, our workshops combine real-world lessons with an action-learning approach designed to build and strengthen leadership capabilities.

The workshops examine fundamental leadership areas, such as management, ethics, strategic thinking, diversity leadership, and organizational culture; cultivate and strengthen leadership competencies; train for the challenges and opportunities associated with leading in a global world; and develop leadership skills to apply both professionally and personally. Choose from a spectrum of standard modules based on current courses or customized courses based on your industry and audience background.

BEGINNER LEVEL

Leading Teams: Duration 1-2 Days
Offers participants an opportunity to lead teams through all stages of team development, learn and overcome team challenges, and determine the principles of building high-performing teams while nurturing the cohesion and bonding of team members. In this workshop, participants will also learn effective techniques for working with virtual teams, managing conflict in teams, and facilitating team problem solving.

Developing Your Leadership Capability: Duration 1-2 Days
Seeks to provide the foundation for developing leadership capability. Starts with the premise that everyone is capable of leadership by exposing participants to a series of alternative perspectives of leadership, including some contemporary collaborative models. From careful consideration of these perspectives, as well as from applying them using action learning methods, participants have an opportunity to build a personal model of leadership that they can put to immediate use in their workplace.

Project Sponsorship: Duration 1 Day
Provides senior leaders with practical guidance on how to get the most out of their project-oriented teams within their organization by being an active, engaged, and, sometimes, provocative sponsor.

Organizations with the highest quality leaders are 13 times more likely to outperform their competitors in key success metrics (DDI, 2015).

Based on a 2016 survey, “76% of leadership development program participants assumed a new leadership role within three years” (Harvard University, 2016).

NORTHEASTERN UNIVERSITY TALENT SOLUTIONS

Successful businesses need talented and capable people who learn and grow with the organization. With training and professional advancement activities tailored to the needs of your business, we help you build—and retain—a workforce with high-demand knowledge and skills.
BEGINNER/INTERMEDIATE LEVEL

Leading Project, Program & Portfolio Teams: Duration 1-2 Days
Highlights the key facets of becoming an influencer in a matrixed organization while establishing a strong leadership shadow and presence necessary to lead the team in delivering the expected value from organizational strategic initiatives. Communicating to executives about resource investment needs, barriers to success, and establishing a relationship with sponsors require exceptional management and communication skills, which will be explored through group activities throughout the workshop.

INTERMEDIATE LEVEL

Creating Leadership Capacity: Developing Bench Strength: Duration 1-2 Days
Offers participants an opportunity to learn the best practices for onboarding, developing, and coaching leaders, as well as creating organizational systems that ensure the company has strong leadership talent for current and future success. The acquisition and development of a company’s current and future leaders is one of the most vital activities for healthy organizational identity, strong organizational performance, and ensuring long-term growth. Searching for, anticipating, and securing a pipeline of leadership talent, often referred to as developing bench strength, requires a proactive organizational environment that ensures the right processes are in place to support leadership development and succession planning.

Transforming Organizations: Duration 1-2 Days
Offers participants an opportunity to learn the framework for organizational transformation and obtain the skills and competencies required to develop and implement a holistic model of change. The strategies incorporate revealing the problems that ask to be solved, designing what the future change will look like, assessing the current situation in relation to the desired change, and planning and managing the transition from the current situation to the desired future. Within this workshop, participants serve as consultants using customized case studies, helping managers in their endeavors for organizational transformation. From these discussions, leaders have an opportunity to develop a personal model for change leadership and define an action plan for personal growth as a change agent.

Managing Organizational Culture: Duration 1-2 Days
Leverages case studies to analyze organizations to define various organizational cultures and to determine ways to most effectively manage in that environment. Management vision and values, history, size, physical characteristics, and industry all contribute to the creation of an organizational culture. Discusses what behavior the organizational culture is affecting; the impact the organization’s culture has on its strategy; how one can influence the culture of the organization; and how the culture survives in an era of mergers and acquisitions.

Intro Program & Portfolio Management: Duration 1-3 Days
Examines project, program, and portfolio management with a primary focus on the similarities and distinctions between program management and portfolio management. Offers participants an opportunity to develop and evidence a foundational understanding of program and portfolio management and the critical role these play within today’s global environment.

ADVANCED LEVEL

Developing the Strategic Leader: Duration 1-2 Days
Offers participants an opportunity to build strategic thinking competencies through case analyses of relevant businesses, nonprofits, and state organizations, as well as through strategic analysis of their own career path. Leaders work in a consultative role with customized case studies to develop strategic action plans, to perform critical analyses of external and internal environments for a real organization, and to develop recommendations for the organization’s strategic positioning and actions. From these discussions and personal development exercises, participants have an opportunity to develop an action plan for personal growth as a strategic leader.

Program & Project Portfolio Leadership: Duration 1-2 Days
Prepares participants to meet the leadership challenges and opportunities present to those who work in program and portfolio management roles, including engaging stakeholders effectively, communicating with senior-level executives, and managing the competing priorities associated with creating successful programs and a balanced and benefits-oriented portfolio. The ability to meet the leadership challenges inherent to program and portfolio management is essential for success in managing the dynamics of project management programs and portfolios.

Strategic Management & Decision Making in a Project Environment: Duration 1-2 Days
Explores strategic management frameworks and decision-making models that can be applied to the creation and management of programs and portfolios. Program and portfolio managers are challenged to ensure that their collection of projects and programs optimizes realization of organizational strategies. Emphasizes the role of globalization and virtualization, as well as working in increasingly dynamic strategic environments. Topics include environmental analysis; analysis of strengths, weaknesses, opportunities, and threats (SWOT); strategy formulation; development of business cases; and strategy implementation.