

Certificate in

Leadership Development

PROFESSIONAL DEVELOPMENT

GROW YOUR LEADERSHIP SKILLS

You can learn to be a leader. Emerging leaders have already demonstrated a skill for getting things done, but that is just the beginning. Leaders who are truly successful must be able to inspire their team and generate a synergy that benefits the entire organization.

This certificate was created to help emerging leaders meet those challenges – through understanding their own leadership style and using it to promote growth and change in a dynamic fashion. Explore what motivates you and how you can motivate others.

Develop a better understanding of a leaders' purpose within the organization and explore the current best practices of leadership. You will learn how to reward, direct and develop your team, while establishing measurable goals and outcomes.

Learn how to work to make your vision of success a reality.



"Leaders are made. They are not born. They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile."

Vince Lombardi

The Certificate in Leadership Development includes six courses totaling 36 hours of lecture and hands-on experience. The student will receive 3.6 Continuing Education Units (CEUs). Most classes meet on Saturdays, and the program can be completed in one semester.

Register today at www.csufextension.org or 657.278.2611

For more information, contact Kristyn Hursh: 657.278.7427, khursh@fullerton.edu

Cal State Fullerton
university extended education
www.csufextension.org

THE CLASSES

DEVELOPING THE LEADER WITHIN

(0.6 CEUs/6 hours)

Prerequisite: none. This class is designed to assist leaders in developing a better understanding of their strengths. “Know thyself” is an integral part of understanding one’s leadership style. Leaders who understand how their style impacts others have a definite advantage when it comes to motivating and inspiring. Through a series of self-assessment and in-depth discussions of the outcomes, individuals will begin to see the impact their attributes, skills, and knowledge can have on team performance and morale.

FORMING AND WORKING IN A TEAM

(0.6 CEUs/6 hours)

Prerequisite: none. Leaders aim to motivate, reward, direct, and develop those who work with them. In this class, individuals will learn to examine the make-up, dynamics, and functionality of a team to understand the different leadership approaches. Individuals will learn what it means to lead with a vision, examine the leadership styles that would have the greatest impact on team members, and understand the process of generating synergy in the creation of a team.

COACHING SKILLS FOR EMERGING LEADERS

(0.6 CEUs/6 hours)

Prerequisite: none. Coaching allows a leader to give immediate and timely feedback and to be involved in the professional growth of individuals or a team in a dynamic fashion. This class will discuss basic coaching techniques with focus on listening and communication skills. Individuals will also learn to identify professional development goals to help the employees grow within their jobs. Through hands-on exercises, individuals will practice applying appropriate coaching skills with employees of differing needs.

MENTORING FOR EMPLOYEE DEVELOPMENT

(0.6 CEUs/6 hours)

Prerequisite: none. Mentoring offers a unique opportunity to develop leaders from within the organization which in turn nurtures commitment, retention and enables succession planning. The one-to-one approach in which a mentor provides guidance and assistance can foster long-term relationships. In this class, the models and benefits of mentoring will be discussed. Using everyday situations as a backdrop, techniques used in mentoring such as developing personal vision, strategic thinking and determining appropriate goals will be addressed.

PERFORMANCE LEADERSHIP – LEADING THROUGH CONTINUOUS CHANGE

(0.6 CEUs/6 hours)

Prerequisite: none. A team’s performance is defined by its function and purpose with measurable goals and outcomes. Clear vision and direction from leadership enables a team to function at its maximum capability. The leaders must be keenly aware of the options available to help the team reach its goals. Individuals will examine performance management tools, learn the role of a leader in facilitating implementation strategies, and discuss the crucial practice of change management as applicable in the performance management process.

ORGANIZATIONAL LEADERSHIP

(0.6 CEUs/6 hours)

Prerequisite: none. Beyond knowing oneself and providing a vision for a team of employees, at a certain point, a leader takes on the responsibility of creating the necessary infrastructure for perpetuating the vision and in determining organizational success on a greater scale. In this capstone class, you will examine the nature of strategic leadership and its implication on organizational performance. You will dissect the culture of a work environment to determine a course of action in establishing a culture open to change, development, and progress.

For more information www.csufextension.org or
contact Kristyn Hursh: 657.278.7427, khursh@fullerton.edu