



OhioHealth
BELIEVE IN WE™

**Leadership Development
Initiative (LDI) Curriculum**

Overview of Residential Course 2

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Contact the LDI Team

E-mail: Frank.Ferris@OhioHealth.com

Frank D. Ferris, MD

The Leadership Development Initiative

Kobacker House

800 McConnell Dr

Columbus, OH, USA 43214-3463

Phone: +1 (614) 533-6299

Fax: +1 (614) 533-6200

Overview

The focus of this Residential Course (RC) is to develop core skills, particularly with a vision toward leading beyond 'self'. Effective self-leadership, self-awareness and personal skills give credibility to the leader who wants to lead more broadly. Working in the 'circle of influence', leading teams, and influencing an organization requires a different level of leadership and more nuanced communication skills. Content from the first course, (self-awareness, awareness of others and their preferences, communication skills, presentation skills, change management, etc) will be intentionally advanced in the context of leading 'team' and beyond. Concepts and practice opportunities to identify skills in negotiating, conflict management, speaking to power and handling crucial conversations, will be a backdrop to the through-theme of the course, Strategic Planning. With a detailed set of worksheets to guide the process, strategic plans will be developed to augment the power of the IDP and other efforts in their home organizations.

Previous inventories such as the MBTI and Kolb Learning Styles will be revisited and understandings and applications deepened. Skills of team building and sustainability, managing change and self will continue to build and strengthen the Individual Development Plan.

The leader, now more visible, is often asked to represent initiatives and action plans. Practice of the critical skills of public speaking, collaborating with media and engaging the camera is offered in this Course. The process of writing the personal leadership story is reviewed and guided.

Leaders will practice their skills, lead their teams and organizations, articulate values, and model their own leadership philosophy. Relationships between the leader, mentor, and coaches of the LDI Team evolve and mature.

Objectives

After this presentation, participants will be able to:

1. Actuate and describe activities and purpose of Residential Course 2
2. Engage in teambuilding activities and personal leadership development
3. Enact leadership behaviors during the course and on the home front

Important Teaching Points

- Leadership 'muscle' requires practice to grow and gain power
- Skills learned can always deepen and evolve, application of skills in different venues reinforce principles
- Strategic planning is more successful with a detailed and intentional process that all members of the planning team can see and use

Resources / References

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