

What kind of content are you covering in the Transformational Leadership Program?

Although Transformation Leadership actually is a leadership approach and we are including this in the coursework, this certification program transcends one approach or methodology. We cover historical approaches to leadership and end with the most recent research concerning the neuropsychology of leadership. Also, participants will learn how to navigate change successfully. All these are essential for leaders now and in the future. We are preparing our participants for future challenges that they and we may not be able to anticipate, but they will have foundational skills that will allow them to adapt to future workplaces and workforces regardless of what they look like.

What are the benefits of taking these classes?

As someone who has studied and taught leadership all her life, I wish I would have had a resource like this when I began my journey. Participants in this Certification Program will learn how to be more effective leaders and how to engender these leadership behaviors in others. This has cascading effects throughout an organization. For example, SHRM and Korn Ferry both project severe labor shortages and a war for talent are on the horizon. Organizations that include enlightened and effective leadership as part of their brand will find they can recruit and retain talented committed professionals even in a very competitive environment.

Tell us a little bit about your journey being in the field of leadership.

I became interested in leadership by default! I was a leader in a mid-size organization when I was only 23 years old and I was terrible! I am a living testament to the benefits of leadership development. Every day I did something for which my boss probably should have fired me, but he didn't. Instead, he sent me to leadership training and I learned ways to change my behaviors that resulted in a more effective team and ultimately, division. I left that job and became a leadership trainer myself, ultimately heading a training department for a bank here in Dallas. A few moves later, I went to graduate school, majoring in Organizational Communication. My dissertation research actually was in Transformational Leadership. I became a tenured college professor and left to rejoin the private workforce. Although as one of my professors told me, "You love theory" I also appreciate how it can be translated into practical applications.

What kind of people might benefit from the courses and program?

Truly, I cannot think of anyone who would not benefit from the courses and program. Good leadership skills are ultimately good interpersonal skills. Learning how to manage change, lead, persuade and motivate others are important skills for anyone. In this program, we also emphasize how powerful these tools are and the importance of using them mindfully, not to manipulate but rather to empower. These skills are especially important for leaders since their influence is so pervasive and for anyone aspiring to a leadership position; however, they are helpful for anyone with a desire to learn.

What outcomes will students achieve by taking these courses and program?

Students (participants?) will have a thorough understanding of leadership and a better understanding of themselves in relationship to their leadership skills. Most modern approaches to leadership emphasize self-awareness or recognizing how you are affecting and impacting others, yet we have very few mental tools for self-awareness: It has to be developed. Students will be prepared to assume leadership roles in an organization or will be more effective leaders in their present leadership roles. Students will not only have a set of powerful leadership tools and behaviors, also they will have a fundamental understanding of the underlying concepts and ideas. This program includes the foundational aspects of leadership so participants will understand not just the “how” but also the “why”

What would a “typical” online class look like?

Well, for me, neuroscience does not only inform the content of what I instruct, but also the delivery. For example, even though the classes are online, we build in both peer and experiential learning, both of which have been demonstrated to reinforce learning and enhance its applicability. Students may learn a concept through the lecture, then they may read an article about it and discuss it with their peers through postings. They will study leaders and assess their behaviors. They will look at case studies and determine best practices. All the instructors work very diligently to make their classes much more than simply watching a PP presentation and responding to questions. We want to make the learning real and easily transferrable to participants’ lives.