

EXCEL: Executive Curriculum for Emerging Leaders – 2007 – 2008 (10-4-07)

Date	Module	Facilitator/s	Lunch Speaker	Assignment to complete ahead of class
Sept 6	<p>Opening Luncheon for participants and faculty followed by orientation for participants</p>		SPONSORED BY FIDELITY	
Sept 12 (only session on a Wed)	<p>Vision, Values and Strategy</p> <ul style="list-style-type: none"> • Participant understands the Principles of <i>Good to Great</i> • Participant understands the strategic process • Participant understands their organization's strategy; goals, outcomes and measures 	<p>Neil Tilow President of Talbert House</p> <p>Steve Shifman President of Michelman, Inc.</p>	<p>Milton Dohoney Cincinnati City Manager</p>	<p><i>Good to Great</i> and <i>Good to Great in the Social Sector</i></p>
Oct 4	<p>DISC Profile and Management Styles</p> <ul style="list-style-type: none"> • Participant understands his/her DISC profile/ Learns how to understand his/her self and others based on DiSC style • Participant understands his/her own management style and other styles/ Learns how to manage and lead based on DiSC style • Participant is able to work effectively with many different types of people 	<p>US Bank - Mary Morand Senior Vice President, Director of Performance and Training</p>	<p>Jim Schwab Cincinnati President of US Bank</p>	<p>Complete DISC Profile</p>
Oct 25	<p>Mentoring/Coaching People</p> <ul style="list-style-type: none"> • Participants will Increase knowledge about coaching and mentoring • Participants will develop skills that will enable them to be better coaches of their employees • Participants will develop skills that will positively influence their relationships 	<p>Barry Morris- former head of HR Chiquita</p>	<p>Cynthia Booth CEO COBCO Enterprises</p>	<p>All mentors will attend this session.</p>

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Nov 15	<p>Financial Aspects of the Organization/Grant Writing</p> <ul style="list-style-type: none"> • Participant understands basic finance, how to read a balance sheet and income statement • Participant has the skills necessary to prepare and manage his/her program budget and capital budget • Participant understands the basics of grant writing 	<p>Deloitte Denise Montfort</p> <p>Kristine Moster Greater Cincinnati Foundation</p>	<p>Kathy Merchant President Greater Cincinnati Foundation</p> <p>Ellen vanderHorst President Cincinnati Regional Chamber</p>	<p>Bring calculator And financial statements</p>
Dec 13	<p>Sales and Marketing</p> <ul style="list-style-type: none"> • Participant understands basic marketing concepts • Participant understands their program's marketing plan • Participant is effective at selling internally & externally • Participant generates new ideas for business growth 	<p>P&G Nancy Swanson Vice President of Strategy P&G; Margaret Swallow Retired P&G executive</p>	<p>Ed Stern Artistic Director Cincinnati Playhouse</p>	
Jan 10	<p>External Relations</p> <ul style="list-style-type: none"> • Participant understands the key interests and motivations of various external stakeholder groups • Participant is effective at developing a balanced public policy position for their organization • Participant is effective at developing strategies to persuade stakeholders while advocating policy positions 	<p>Nick Vehr Vehr Communications</p> <p>Margaret Hulbert United Way</p> <p>Chip Gerhardt Govt. Strategies Group</p>	<p>Father Michael Graham President of Xavier University</p>	

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January 31	<p>Developing People</p> <ul style="list-style-type: none"> Participant understands how to effectively evaluate and provide feedback Participant understands and practices accountability Participant is able to manage conflict Participant understand how to motivate employees 	Steve Heinen – former principle of Mercer Consulting	Jack Ryan VP/HR of GE Aviation	<i>Crucial Conversation Tools for Talking when Stakes are High by Patterson</i>
Feb 28	<p>Managing and Embracing Change</p> <ul style="list-style-type: none"> Participant understands the community's and organization's rapidly changing environment Participant is able to lead change Participant is able to use effective strategies to facilitate change initiatives and overcome resistance to change 	5/3rd Bank Debra Tees VP, Change Management Talent & Organizational Effectiveness	Eileen Cooper Reed	<i>Leadership On the Line-Staying Alive by Ronald Heifetz</i>
March 20	<p>Effective Communication</p> <ul style="list-style-type: none"> Participant understands different ways to communicate and methods of communication Participant is able to use effective communication to involve others, build consensus and influence others Participant is able to model effective listening 	GE Aviation Pat Zerbe, Federated Jim Sluzewski, VP/Comm Kroger Co Angela A. Ginty, Director Comm		Answer Communication Survey
April 17 Sponsor-ed by National City Bank	<p>Managing Effective Teams and Work Groups</p> <ul style="list-style-type: none"> Participants will gain a deeper understanding of trust and how it affects working relationships. Participants will understand how fear of conflict can break down teams, and how to overcome fear of conflict. Participants will learn how to gain true commitment from working teams. 	Camp Joy Executive Staff	Mike McCuen Cincinnati President of National City Bank	<i>The Five Dysfunctions of a Team And Overcoming Five Dysfunction Team/Field Guide</i>

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<p>May 8 food and books sponsor ed by MMS</p>	<p>Process Improvement and Project Management</p> <ul style="list-style-type: none"> • Participant understands the basic concepts of systematic process improvement • Participant understands the basic concepts of systematic project management • Participant understands critical elements of effective communications during a project and the consequences of poor communication 	<p>Midwest Manufacturing Solutions Ray Attiyah, President</p>		<p><i>Memory Jogger-A pocket guide of Tools for Continuous Improvement</i></p>
<p>May 29</p>	<p>Participants present leadership learnings to agency executives in morning. Celebration lunch for completion of modules!! Working session for team projects and project mentors in afternoon</p>			<p>Written paper on leadership & speech</p>
<p>Sept 4</p>	<p>Graduation and Project Presentation to Executives and Board Chairs</p>			