

# Leadership Development Series

## Program Outline

<b>Major:</b>	LEAD
<b>Length:</b>	300 Hours
<b>Delivery:</b>	2 Semesters
<b>Credential:</b>	Recognition of Successful Completion
<b>Location:</b>	Online
<b>Start:</b>	Varies (Online)

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### Description:

This program is designed to enhance the leadership, critical thinking, problem solving and communication skills of current and aspiring front-line and mid-level managers. Students build on existing skills and experience and apply those skills to workplace situations. Current and future leaders learn skills to meet organizational objectives and career goals.

Developed by a consortium of Ontario's community colleges and leading business and industry professionals, this program replaces the Ontario Management Development Program (OMDP).

### Career Opportunities:

Graduates may find employment in management positions in a variety of settings, such as business, hospitality, client service, and sales. Possible positions include supervisors/managers, business owners/managers, coordinators, department and plant managers, directors, human resource personnel, senior support/clerical staff, supervisors and team leaders.

### Program Learning Outcomes:

The graduate has reliably demonstrated the ability to:

- examine human resources practices and how they relate to leadership and management situations in order to make effective decisions, mitigate risk and solve problems;
- explain organizational planning skills which will ensure ethical business decision making and sound operational objectives based on practical budget considerations;
- describe change initiatives and the resulting cultural impact in order to adapt to issues affecting the organization and the economy;
- apply employee performance strategies, using communication, coaching and leadership skills;
- communicate effectively in leadership roles and as a team leader or team member;
- manage projects using project management processes and tools while effectively maximizing resources;
- develop strategies for personal and professional development that enhance work performance and maximize career opportunities.

### Program Progression:

Varies Intake - Online

### Admission Requirements:



Business sustainability and profitability are often related. Organizations and their leaders need to incorporate a holistic approach to the responsibilities they have to their communities and the environment. Students learn to assess the impact of business in an ethical and globally sustainable way, using measures such as corporate social responsibility and triple bottom line accounting.

BUSN0212      Leading Teams – LDS (ODE)                      30.0 Hours

Students examine the leader's role in the development and success of workplace teams. Students learn the differences between a group and a team, analyze various types of teams (including self-directed work teams), and explain how coaching and mentoring skills improve team effectiveness.

BUSN0213      Managing Change – LDS (ODE)                      30.0 Hours

Leaders must identify and respond to internal and external factors that necessitate organizational change. Environmental scanning, identifying trends, implementing and measuring successful change are all essential to developing and managing change to the benefit of the organization; these concepts are covered in this course. Organizational readiness and risk assessment are also covered in the context of best practices.

BUSN0214      Performance Management – LDS (ODE)                      30.0 Hours

Effective leaders harness employees' strengths while identifying and targeting areas requiring improvement. Students discuss performance analysis, counseling, constructive feedback, conflict resolution, performance management systems and overall strategies for performance management.

BUSN0215      Project Management – LDS (ODE)                      30.0 Hours

Leadership involves all facets of an organization and multiple skills, duties, and responsibilities. This course is designed to meet the needs of leaders who are new to project management or who lack formal project management training. Students gain the practical knowledge to start and complete a project successfully from a leadership perspective.

BUSN0216      Communications - LDS (ODE)                                      30.0 Hours

Managing communication requires honed time management and communication skills. This course covers the communication styles, mechanisms and presentation skills needed to facilitate meetings, develop social marketing and improve all business communications.

### **Course Description Legend**

P = Prerequisite; C = Concurrent prerequisite; CO= Corequisite

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