



MANAGERS AS LEADERS CERTIFICATE

OVERVIEW

The Managers as Leaders Certificate program will equip, inspire and prepare you and your team for success. The program is built on a human-centered approach to leadership, and it integrates best practices, research and practical application so you have the skills and knowledge to advance your career.

The 10 high-impact topics are built upon three core principles: Managing Yourself, Managing Your Team and Managing Strategically. Develop the tools you need in just 8 weeks to take the next step in your leadership development and your organization's success.

This program is designed for the mid-level manager and graduates of the CSUSM Supervising Employees Certificate program.

COURSE FOCUS AREAS

MANAGING YOURSELF

MANAGING YOUR TEAM

MANAGING STRATEGICALLY

Details on back page

LOGISTICS AND FEES:

Dates:

- Tuesdays, Sept. 24 - Nov. 12 (virtual)
- Thursdays, Sept. 26 - Nov. 14 (in-person at CSUSM)

Time: 8:30 a.m. - 12:00 p.m.

Fee: \$1,750*

**Includes StrengthsFinders 2.0 assessment*

**Team savings apply*

LEARN MORE AT [CSUSM.EDU/EL/MANAGING](https://csusm.edu/el/managing)

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TOPICS

PART 1: MANAGING YOURSELF

Leading with Impact

- Understand the differences between managing and leading
- Learn methods and tools to manage yourself, your team and your networks
- Impact the workplace with effective leadership skills and behaviors

Building Strategic Relationships

- Assess leadership strengths through a StrengthsFinder survey
- Learn how to identify strategic relationships
- Identify important current and future relationships
- Leverage strengths to build relationships

Inspiring Leadership Through Emotional Intelligence

- Know how to better work with emotions to lead yourself and others
- Uncover self-limiting ways of thinking and being that get in your way
- Lead with empathy and collaboration to promote strong relationships
- Make informed and better decisions using emotions to achieve team results

PART 2: MANAGING TEAMS

Enhancing Team Effectiveness

- Learn components of High Performing Teams (HPT)
- Create a culture of trust, collaboration, psychological safety and inclusiveness
- Identify interferences to team productivity
- Learn how to minimize interferences and increase productivity

Building Team Resilience

- Implement strategies to increase your resilience and manage ambiguity
- Manage and promote the seven key areas of personal and team resilience
- Reimagine everyday approaches to leading and managing your energy
- Reduce excessive stress and burnout indicators to promote well-being to thrive

Resolving Conflict to Increase Collaboration

- Learn five sources and root causes of conflict
- Identify conflicts arising from work-from-home, return-to-work and hybrid models
- Utilize the Situation-Behavior-Impact process to discuss conflict situations

PART 3: MANAGING STRATEGICALLY

Strategic Thinking Skills

- Become a strategic, tactical and operational thinker
- Learn to overcome barriers and tools to practice strategic thinking
- Work collaboratively and improve decision making
- Learn The Golden Circle - the why, what, and how of strategic thinking
- Discover how to build strategic relationships and partnerships

Managing Change and Transitions

- Identify current workplace changes and challenges in the "New Normal"
- Understand the difference between change and transition
- Learn new tools and techniques to lead others through change
- Use methods to overcome resistance to change

Influencing Others

- Identify your influence style
- Learn your spheres of influence based on relationships and networks
- Increase flexibility when influencing through tactics and behaviors
- Manage stakeholders: managing up, peers, and team members

The Road Ahead: Planning Your Success

- Develop continuous learning and development of others
- Focus on strengths while developing weaknesses
- Create your own development plan

ADDITIONAL PROGRAMS OF INTEREST

SUPERVISING EMPLOYEES

PMP EXAM PREPARATION

HUMAN RESOURCE MANAGEMENT

LEADING WITH EMOTIONAL INTELLIGENCE