

**THE LEADERSHIP ACCELERATOR**

Transforming established managers into impactful leaders

The Leadership Accelerator is an immersive four-day course designed to provide established managers with the opportunity to revisit leading practices in creating a more cohesive, productive team in their organization. Using case studies, exercises, simulations, and extensive discussion, Professor Brent Smith, Senior Associate Dean of Executive Education, will guide this small cohort through the state of the science in leadership.

**WHO SHOULD ATTEND?**

Mid-level managers and executives wishing to refresh their knowledge of best practices in leadership, including the abilities to:

- Develop a better understanding of one's own leadership style
- Understand your leadership context
- Develop tools to adapt your leadership style as the context warrants
- Coach team members to realize their potential and avoid derailment
- Foster a sense of shared purpose and mutual accountability among team members
- Explore and implement effective communication practices
- Motivate team members to exceed expectations and understand how their contributions affect the enterprise
- Improve process and collective behavior to enhance team outcomes
- Enhance both individual and team critical reasoning and decision-making
- Lead change through accurate organizational diagnosis, stakeholder analysis, influence and adaptation
- Identify critical misalignments impacting the performance of your team, business unit or organization

**UPCOMING DATES****RICE CAMPUS**

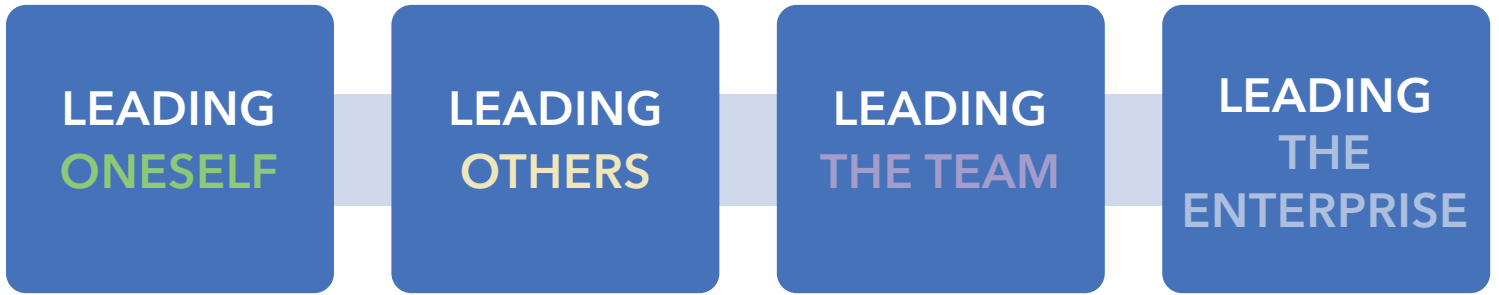
April 6-9, 2020

November 10-13, 2020

**TUITION: \$6,500**

Tuition includes class materials and daily breakfast, lunch and refreshments.

## The program is designed around four building blocks:



**Leading Oneself:** The foundation of good Leadership is self-awareness of our strengths and weaknesses as managers and an understanding of our own developmental mindset. Becoming an effective leader is a lifelong process requiring good learning habits. This building block is intended to develop a leader's ability to focus their development on critical needs and build a framework for learning throughout their career.

**Leading Others:** The primary responsibility of a leader is to get the best from his/her employees. Yet, leaders often underestimate the effect they have on employee motivation, commitment, and engagement. This building block focuses on developing habits to enhance employee performance.

**Leading Teams:** Leaders must align the interests of a diverse set of employees around a common goal. When employees work in teams, problems of collaboration and conflict frequently arise. This building block is dedicated to developing habits of team leadership focused on setting a common, compelling direction for the team and addressing problems of team commitment through effective team coaching.

**Leading the Enterprise:** This final building block is intended to teach Leaders the basic principles of organizational alignment to improve the effectiveness of their function, business unit or organization by comprehensively diagnosing culture, process, and people.



Your Professor:

BRENT SMITH, Ph.D.  
Senior Associate Dean  
for Executive Education,  
Associate Professor  
of Management and  
Psychology (Organizational  
Behavior)

### GROUP ENROLLMENT:

We offer tuition discounts to companies who send groups of three or more participants to a program. Please contact us for details.

**BRENT SMITH, Ph.D.**, is currently Senior Associate Dean of the Jones Graduate School of Business at Rice University. Prior to his current academic appointments, he was a member of the faculty at London Business School and Cornell University where he taught in the School of Industrial and Labor Relations and the Johnson Graduate School of Management. His teaching interests focus primarily on leadership and management development. Dr. Smith's executive programs include Leading and Managing Change, Talent Development and Coaching, and Leading and Managing High Performance Teams.

### CONTACT INFORMATION

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