

# 5

## Executive Leadership



### Who should take this course?

This course is for senior level managers or company executives seeking to better understand the business of science and refine their organizational strategy, performance management systems, and talent management.

### Course Description

This course will provide an overview of the critical business processes adapted to science-based organizations and the development of a strategic agenda based on 7 key elements of strategic planning. The strategic agenda will be linked to results by translating it into specific critical objectives to be managed throughout the organization through a five-step performance management process. The key success factor is the executive's ability to select, develop, and coach talented and motivated leaders charged execute the strategy.

### Course Outcomes:

By the end of this course you will be able to:

- Describe the critical business processes of technical organizations that must be uniquely managed
- Apply the seven key elements of strategic planning to your business
- Oversee the implementation of your strategic plan through a codified performance management process.
- Identify and recruit the unique talent necessary to execute your strategy
- Effectively coach up your high performers and find appropriate roles for low performers inside or outside the organization.

### Textbook & materials will be provided:

- *Leading Science and Technology-Based Organizations*, Anthony Graffeo, PhD

### Course Format

The course consists of 6 modules and can be taught on-site (3 days); on-line (6 weeks); or a hybrid combination of both. Participants will be expected to prepare for the course in advance and submit lesson assignments for each learning module.

Contact us and let us dramatically improve your staff engagement.



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