GENERAL DESCRIPTION

The UAMS Leadership University is divided into three main groups; core/foundational principles of leadership, advanced/professional leadership concepts, and executive level leadership. These three groups, the Pyramid of Leadership, collectively form the basis for our leadership development programs and complimentary training series focused on achieving excellence in the UAMS core competencies for leadership.

The Leadership Essentials Program is a three month program designed to develop leadership knowledge and skills in UAMS supervisors, managers, department heads, and other interested employees.

Criteria for acceptance

Interest, active participation, and commitment to complete program requirements

Manager/supervisor support to attend course and provide feedback on professional development plan

Staff Education
4301 W. Markham, Slot 526
Little Rock, AR 72205
Phone: (501) 686-6095
Fax: (501) 296-1447

Course Offerings:
April – June 2015
July – September 2015
October – December 2015
**Attendance**

Participants are expected to attend all classes for the course. If they cannot make a class or will be late, they must contact the instructor by phone, email, or text.

Participants are responsible for making up assignments missed due to absences from class.

**Conceptual Framework**

![Conceptual Framework Diagram]

**Additional topics include:**

Individual and group assessments, cultural development, team relationships, and professional presentations

**MAJOR AREAS OF EMPHASIS**

Upon completion of the course, participants will be able to:

1. Exhibit positive and constructive leadership attitudes and behavior
2. Build links between results and attributes required to support quality workplace outcomes
3. Complete written professional development plan with short and long term goals
4. Articulate core principles that facilitate professional leadership skills, knowledge, and values that support a culture of excellence
5. Utilize crucial conversation techniques to effectively identify, address, and manage conversations relating to specific problems or conflicts
6. Professionally engage in collaborative inter and intra-departmental communication
7. Promote responsibility and accountability in self and others that improve performance and enhance productivity
8. Empower others in assessment, planning and decision-making processes
9. Utilize critical thinking and problem solving to address performance or operational deficiencies

**Graduation Criteria**

Attend the entire Crucial Conversations course and 90% of the rest of the course Actively involved in classroom discussions and personal assessments Complete Professional Development Plan and discuss with leadership program coordinator prior to graduation

**Methods/Instructional Strategies**

The instructional methods include: lecture, individual reading, small group discussions, and individual/group activities

**Summative and Formative Evaluation**

Formative assessments seek to determine participant progress in understanding classroom material and to support their ability to effectively apply concepts to their individual work areas. From this feedback, the instructor can determine the need for further or reinforced instruction.

Formative assessments include some or all of the following:

1. Self assessments
2. Peer evaluations
3. Group discussions
4. Instructor tests
5. Instructor reactions/comments

Summative assessments attach an evaluation to the overall course material and activities to indicate proficiency in expected learner outcomes. Summative assessments include the following:

1. Final Evaluation
2. Six Month Evaluation
3. Yearly Evaluation