



Quest Schedule

October 2019 – March 2020

Day 1	October 17, 2019	<ul style="list-style-type: none"> • Orientation (9:00am start) • Strengths-based leadership
Day 2	October 18, 2019	<ul style="list-style-type: none"> • Communicating with confidence and credibility
Day 3	November 22, 2019	<ul style="list-style-type: none"> • Cultural Competency & Managing Unconscious Bias • Leading with Emotional Intelligence
Day 4	December 12, 2019	<ul style="list-style-type: none"> • Assessing Leadership (360 Review)
Day 5	December 13, 2019	<ul style="list-style-type: none"> • Develop & Manage Capacity for Personal Change • Stress Management/Self-Care
Day 6	January 10, 2020	<ul style="list-style-type: none"> • Negotiating for Success • Leading Multiple Generations in the workplace
Day 8	February 20, 2020	<ul style="list-style-type: none"> • Strategy and Organizational Change
Day 7	February 21, 2020	<ul style="list-style-type: none"> • Managing Cross-cultural Conflict • Leadership & Gender in the workplace
Day 9	March 19, 2020	<ul style="list-style-type: none"> • Executive Presence /Packaging Yourself for Success • Developing your team: Mentoring and Coaching
Day 10	March 20, 2020	<ul style="list-style-type: none"> • Developing Your Personal Leadership Plan • Closing Session & Graduation

Time: Sessions typically run 9:30am -4:30pm

Location: Sessions are typically held at the Indiana Wesleyan University & Conference Center located at 4100 Rockside Road, Independence OH 44131.

eliminating racism
empowering women
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Updated: 30-Jul-19

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Day 1	<p>Orientation Purpose: Introduction and overview of program components. Objectives: Understand expectations of participants and supervisors; Responsibilities of leadership; Importance of intentionality and engagement; beginning of participant networking.</p>
	<p>Strengths-based leadership Purpose: Discover your most dominant talents, strengths, and areas of greatest skill. Objectives: Clarify individual strengths. Learn how to effectively utilize strengths in leadership, management, problem solving, and decision-making.</p>
Day 2	<p>Communicating with confidence and credibility Purpose: Increase your effectiveness as a manager with rapport-building communication strategies. Objectives: Create rapport to build trust. Enhance your listening skills. Discover the real issues in a communication breakdown.</p>
Day 3	<p>Cultural Competency & Managing Unconscious Bias Purpose: Understand what it means to lead with cultural competence. Discover how culture and diversity affect our unconscious biases—which then affect our decisions and management practices. Objectives: Ability to identify how culture, diversity, and unconscious bias affect our individual performance, as well as our ability to lead others. Learn strategies to recognize and overcome unconscious bias triggers.</p>
	<p>Leading with Emotional Intelligence Purpose: Understand the value of emotional intelligence in the workplace and personal life. Objectives: Gain a better understanding what it means to be emotionally intelligent. Understand how improving and developing your EQ leads to better self-management, self-awareness, and better job performance.</p>
Day 4	<p>Assessing Leadership (360 Review) Purpose: Learn how to engage and inspire your workforce. Using the results of a 360 leadership assessment, participants will understand how they are perceived as a leader and develop a plan to maximize effectiveness. Objectives: Identify and apply the five practices of exemplary leadership that will help participants achieve organizational excellence. Identify leadership strengths and opportunities based on the results of a 360 leadership assessment. Define a vision that engages your team and inspires performance.</p>
Day 5	<p>Develop & Manage Capacity for Personal Change Purpose: Increase ability to develop and manage personal change. Objectives: Understand the systemic nature of personal change and hidden forces that stall personal change. Discover how your mindset affects behavior.</p>
	<p>Stress Management/Self-Care Purpose: Understand benefits of stress management and self-care in your personal life and career. Objectives: Evaluate your current levels of stress and self-care practices. Learn about and practice techniques for stress management and self-care. Create a plan for the future.</p>
Day 6	<p>Negotiating for Success Purpose: Build and enhance the necessary skills to enter real-life negotiations with confidence and understanding. Objectives: Explore the fundamentals of the art of negotiation. Discuss its applicability in peer-to-peer and peer-to-manager relationships. Introduce the practical application of negotiation tools through role play.</p>
	<p>Leading Multiple Generations in the workplace Purpose: Gain knowledge and understanding of how to effectively lead today's inter-generational diverse workforce, as well as differences and similarities that can drive personal and professional growth and success. Objectives: Increase knowledge of each generation; the multiple layers of diversity, styles, and cultural differences; generational discrimination; and how to address and overcome to improve performance.</p>
Day 7	<p>Strategy and Organizational Change Purpose: Learn to effectively navigate and lead the myriad of changes that must take place within your organization. Objectives: Learn how to influence others to accept change. Explore the pace of change and differences in individual vs. organizational change. Explore strategies for managing resistance.</p>
Day 8	<p>Managing Cross-cultural Conflict Purpose: Understand basic elements of culture, diversity, and cross-cultural conflict. Learn to successfully manage these conflicts. Objectives: Evaluate your preferred, culturally-influenced method of managing conflict. Learn to recognize and appropriately respond to differences in conflict style. Have a culturally competent approach to effectively resolve disputes and conflicts.</p>
	<p>Leadership & Gender in the workplace Purpose: Examine gender leadership differences, assess workplace culture, and apply appropriate styles to increase leadership effectiveness. Objectives: Recognize personal and cultural differences in leadership and communication styles. Increase flexibility in adapting your style to workplace culture. Manage conflict assertively as opposed to aggressively.</p>
Day 9	<p>Executive Presence /Packaging Yourself for Success Purpose: Build confidence and apply tangible steps to present a positive self for success. Objectives: Self-packaging; Eliminate derailing habits; Increased credibility and executive presence.</p>
	<p>Developing your team: Mentoring and Coaching Purpose: Understand how to develop an effective team. Objectives: Learn about formal and informal coaching and mentoring programs. Learn strategies for developing people and leading inclusive, effective teams.</p>
Day 10	<p>Developing Your Personal Leadership Plan Purpose: Develop a game plan for your development and a structured methodology to create the plan and follow through. Objectives: Create the vision for your development for 12-18 months out. Develop a training plan (90 day action plan). Determine how to hold yourself accountable.</p>

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