

LEADING TEAMS IN ORGANIZATIONS

A two-day program to help you build and sustain high-performance teams

Human capital is often mentioned as one of the defining strengths within an organization and the ability to lead high-performance teams is a quality expected of top executives. Effective management of your key assets—your people and teams—can set you apart within your organization as a strategic and effective leader.

In this dynamic, you'll be able to develop and practice these skills—and in the process become more valuable to your organization. You will gain knowledge of key human resource management techniques that can help you to motivate employees, work within diverse groups, build effective teams and lead change.

Through a combination of case studies, simulations, discussion and role-playing, you'll fine-tune the tools you already possess, learning how to transform yourself into an exceptional leader. This program is for any level manager to learn key strategies for managing people and teams that achieve success.

The Bottom Line Value to You and Your Organization

You'll learn ideas and techniques you can apply right away, including:

- Leadership skills to successfully navigate your organization through strategic business problems
- Identification and deep understanding of the personal skills that will help or hinder you from becoming a better leader
- Skills to build, sustain and motivate high-performing teams within the workplace
- Effective ways of working within a diverse team to achieve optimum results
- Alignment of organizational structures as well as when it is appropriate to use teams
- Deep understanding of how teams function and how you work in team settings
- Methods for structuring incentives and motivating team members

Your Instructors*

Bart Victor, PhD

*Cal Turner Professor of Moral Leadership
Vanderbilt Owen Graduate School of Management*

Bart Victor joined the Owen faculty from the Institute for Management Development International (IMD), in Lausanne, Switzerland, where he was Professor of



Management and Director of the Program for Management Development. Prior to IMD, Bart was on the faculties of the University of North Carolina and the University of Nebraska.

He is a member of several professional organizations, including the Academy of Management and the International Association for Business and Society.

continued on back

**Program content and faculty subject to change; check website for details.*



Leading Teams in Organizations – Sample Program Schedule*

	Day 1	Day 2
AM	<ul style="list-style-type: none"> • Leading Teams and Organizations • Clarifying Roles and Expectations 	<ul style="list-style-type: none"> • Understanding Team Process Models • Balancing Conflict and Commitment
PM	<ul style="list-style-type: none"> • Driving Organizational Change • Developing and Leading with Vision • Observing Teams and Leaders in Action 	<ul style="list-style-type: none"> • Dealing with Problem Employees • Being an Effective Leader

Classes typically run from 8:00 AM to 4:30 PM (Central). Breaks are scheduled in AM, PM and for lunch. Schedule is subject to change.

Who Should Attend

- Small business owners and entrepreneurs
- Rising supervisors and new managers
- Directors moving up to leading divisions or large-scale organizations
- Project managers
- Managers, directors and executives leading organizational change

Cost

\$2,150

Cost includes tuition, instructional materials, continental breakfast and lunch (all days).

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Your Instructors* (cont.)

Ranga Ramanujam, Ph.D.

*Professor of Management
Vanderbilt Owen Graduate School of Management*

Professor Ramanujam is a leading researcher and consultant on the organizational causes and consequences of operational failures in high-risk work settings, particularly health care. His current research, which has appeared in a variety of management and health care journals, examines the role of leadership, communication, and learning processes in enhancing the quality and safety of health care. Professor Ramanujam serves on the editorial boards of *Organization Science* and the Stanford University Press series on *High Reliability and Crisis Management*. He has consulted for such organizations as HCA, the Vanderbilt Heart and Vascular Institute, the Pittsburgh Regional Healthcare Initiative, Pure Safety, the Pacific Gas & Electric Company, and Underwriters Laboratories.



About Vanderbilt Executive Education

Vanderbilt Executive Education at the Owen Graduate School of Management offers proven and practical programs to help individuals and organizations refresh, engage and strengthen management expertise. Short Programs for individuals are short, highly focused programs in areas of Leadership, Management and Strategy. Custom Programs for organizations are custom-built and are uniquely tailored to help each client tackle a specific organizational need or to achieve its developmental goals for established and emerging leaders.

Conveniently located near downtown Nashville, Vanderbilt Owen Graduate School of Management is ranked as a top institution by *BusinessWeek*, the *Wall Street Journal*, *U.S. News & World Report*, *Financial Times* and *Forbes*.

Visit our website for more information regarding programs and schedules, faculty biographies, online registration and maps and directions.

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