Leadership Development Program Guide for the

Return of Investment (ROI)

\$100,000 total annual cost for management team

Projected cost for the first year: \$3,000 development cost \$3,000 presenation, modules, eval \$3,000 for facilitating learning set \$3,500 participants time

\$12,500 cost to deliver the LDP

= 20% times \$100,000 = \$20,000 productivity increase = \$20,000 / \$12,500 = 1.60 ROI

* ROI is expexted to increase more in the following year

Leadership Competencies

The ultimate goal of the LDP is to enhance leadership productivity (Byrne & Rees, 2006). The leadership competencies that are crucial in the school are:: - Communication skills - Strategic thinking skills - Problem solving skills - Self/professional development skills

Goals: #1 Establish a strong relationship foundation between the program chairs and directors.

2 Develop a training program that will introduce each chair's/director's top strengths

#3 Implement an open strength awareness conversation every month during the monthly leadership meeting

#4 Increase leadership productivity

Administrativ & Financial Support

Plans:

- To present the overall purpose of the LDP, why a strength awareness is important in the organization especially for the leaders in the team

- To secure an approval from the Associate Deans prior to the approval frthe Dean

- To gather all the materials, learning modules, budget proposal, and the pros and cons of the project prior to the main presentation of the LDP

To reiterate the importance of this proposal in leadership roductivity

 To highlight that strength assessment awareness is supported by the university and the school has a department committed for this program, the Noel Strengths Academy

 To secure a meeting with the Dean for project proposal
To present the overall project proposal to the SON Leadership Committee

Philosophy

The School of Nursing leadership development program (LDP) will focus

in the organization. The strength-based awareness is designed to help the chairs and directors reveal their strengths and

the strengths of others in the team, how they work in the organization, how they affect, and how can they help the

organization achieve the maximum leadership productivity

on the embedding of strengths awareness

Defining Roles

Senior Managenet Team - Dean & Associate Deans Responsibilities (Brvne & Rees, 2006):

- vocutive menter for the chairs and directors
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- They will collaborate with the design, development, and learning process of the chairs and directors

- They will meet with the participants on a regular basis to ensure their progress and positive experience

Participants - Chairs and Directors

Program chairs and directors are the main participants of the LDP

As participants, they will actively participate in all LDP activities

 They will collaborate with the senior team for fair and honest assessment of their strengths

They will commit for the hundred percent completion of their tasks and sponsibilities

They will follow-up with their supervisor/mentor on a regular basis to monitor progress

As participants, they are expected to apply their learning to their everyday esponsibilities as leaders

Learning Modules

Learning Modules will be divided in to three learning levels to provide some degree of individualization for the participants: - Beginner

- Exnert

The LDP's learning modules is link directly to the concept of a true learning organization. Learning organization as defined by Senge (1990), "are organizations in [which] people continually expand their capacity to create the results they truly desire" (as cited in Bryne & Rees, 2006, p. 44).

Learning culture – all learning designs and activities will focus on expanding individual capacity for learning; all learning will be facilitated; all participants will be involved in determining their learning needs and activities; and the LDP will focus on lifelong learning (Bryne & Rees, 2006).

Implementation Stategies:

After the final approval of the LDP, the presentation will be delivered as follows (Bryne & Rees, 2006):

The program will be presented at the Leadership Committee meeting.
Regular LDP activities will take place once a month for two hours.
One of the senior leaders will be presentor/facilitator of the program

- Guest facilitator will also be invited to facilitate the program

- Location will be chosen properly to accommodate the participants. The location is accessible for all participants as a comfortable learning environment
- Handouts, modules, reading materials, computer/laptop are available for I learning needs
- Budget will be allocated properly for this program
- Feedback will be given to the participants regularly for progress reported individual avaluation will be given also regularly.
- individual evaluation will be given also regular
- s a successful one