



## **Champions for Leadership (CFL) Program Objectives**

By completing the CFL development program participants will be able to:

1. Develop relationships within the cohort group. Understand the nature of leadership through the analysis, implementation, and reflection of leadership practices, theories of leadership, and the relationships between theory and practice.
2. Develop and refine a personal vision of leadership. Participate in constructive conversations about how to improve leadership skills.
3. Practice professional leadership capacity, including shared decision making, problem solving, conflict management, and foster those skills in others.
4. Apply principles of effective communication and collaborative decision making skills to real-world issues.
5. Know how to use influence of a position of leadership to enhance the organization rather than for personal gain, and be able to connect with people.
6. Learn how to communicate decisions based on relevant data and research about effective leadership, management practices, and equity and access.
7. Engage in discussions and address authentic, complex human resource leadership issues.
8. Draft an effective resume and practice interviewing skills.

### **Seminar Assumptions**

1. The process of learning is an on-going process for all involved and requires constant critique, reflection and action.
2. Learning is a collective process, whereby participants share and analyze experiences together in order to address concerns, and rely on each others' strengths and resources rather than either addressing problems individually or relying totally on outside experts to solve them.
3. Progress is seen to be cumulative and cyclical rather than occurring in discrete, linear steps.