Learning objectives for this course include:
• Learning how to think in a strategic manner
• Prioritizing tasks with agency mission and vision
• Applying situational leadership theories
• Developing a motivated workgroup
• Demonstrating ethical leadership
• Using emotional intelligence in the workplace
• Finding a work-life balance

Course Prerequisites:
• Strategic Thinking (WBT)
• Prioritizing Tasks with Agency Mission and Vision (WBT)
• Situational Leadership II (WBT)
• Emotional Intelligence II (WBT)
• Ethical Leadership (WBT)
• Finding Your Work-Life Balance (WBT)
• Developing a Motivated Work Group (ILT)

Notes:

This course is a culmination of the 2015 Supervisory Group 2 Program. It is required to complete the 2015 Supervisory Group 2 Program. In this course, participants will actively engage with each other in cooperative learning experiences. The course content includes discussions, simulations, and group activities.
Surround yourself with people who see the world **differently** than you. You want people to compliment your strengths and offset your weaknesses. Look for people who have different perspectives, beliefs, backgrounds, experiences and skill set.

**Strategic thinking** is simply using new and creative ways to find opportunities for growth within an existing situation. In simple terms, it means thinking with a big picture view.
Strategic alignment uses an agency’s mission, vision, and values as a guide in the decision making process. It helps leaders link tasks to agency principles to increase employee engagement and to achieve agency goals.

Mission Critical Tasks — Tasks that, if you fail to complete it, will result in a failure in agency operations and/or failure to fulfill agency standards.
Situational leadership means adjusting your leadership style based on the situation and/or the employee. Each leadership style is a combination of two types of behavior—directive and participative.

Directive behavior is task-oriented. It includes giving directions, supervising closely and establishing deadlines.

Participative behavior is relationship-oriented. It includes two-way communication, collaboration, praising employees and listening to employees.
Performance is a function of **ABILITY** and **MOTIVATION**.

**Ability** is comprised of aptitude, training, and resources. **Motivation** is comprised of desire and commitment.
Ethics is the discipline of dealing with what is good and bad, and moral duty and obligation.

Compliance is the practice of obeying the law, rule, or request.
Emotional Intelligence is your ability to actually recognize and understand emotions, and your skill at using this awareness to manage yourself and your relationship with others.

Social Competence is the ability to use your emotional skills to manage your relationship with others.
Work-life balance is the balance between professional and personal lives that allows the individual to be both productive and happy in day-to-day existence. When you have a good balance, you feel in control of your life and get the most out of it.

The 4 steps in work-life balance are:

Recognize    Evaluate    Determine    Pinpoint