

# Senior/Expert Leadership and Interpersonal Skills

Workshop Course U155 • 3 DAYS



## You Will Learn How To:

- Adopt leadership traits that inspire loyalty and enthusiasm
- Distinguish the critical difference between management and leadership
- Cultivate strategic relationships with team members and stakeholders
- Acquire an entrepreneurial mindset to create structures and systems for accountability
- Build awareness of federal/industry best practices to improve performance



## Active Learning Workshop:

- Assessing your leadership attributes and evaluating challenges
- Recognizing attributes of effective and ineffective teams
- Analyzing “technical” leadership
- Employing active listening techniques
- Leading change processes
- Negotiating contractor claims

**About This Course:** Skillful leadership traits are vital to successfully overseeing large-scale, high-visibility government programs and driving strategic missions. This course provides the leadership skills to build strong relationships and leverage the strengths of others toward the attainment of organizational goals.

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— D. Lamarche, Manager,  
Thin Client Services”

## Course Content ► Workshop Course U155 • 3 DAYS

### Leading the Complex Acquisitions Process

#### Projecting yourself as a leader

- Navigating leadership challenges throughout the acquisitions process
- Defining the science and art of program management

#### Differentiating between management and leadership

- Evaluating management activities
- Assessing leadership actions

#### Building a shared vision as a catalyst for change

- Balancing facts with emotion
- Guiding teams through leadership

### Reviewing Leadership Models

#### Exploring modern leadership frameworks

- Identifying leadership attributes within your team
- Establishing self-awareness of your own values
- Leading with an entrepreneurial mindset

#### Addressing external awareness

- Investigating local and national policies that can impact your agency
- Monitoring industry trends

#### Establishing an atmosphere of accountability

- Championing accountability within the government
- Steering accountability within the contracting community

### Developing Your Team

#### Evaluating the team dynamics necessary to solve complex problems

- Describing characteristics of an effective team
- Implementing effective Integrated Product Team (IPT) structures
- Communicating with team members
- Empowering team members to proactively engage

#### Leading the technical community

- Identifying the behavioral qualities of technical experts
- Resolving conflicts regarding interface issues
- Managing the debate over technical soundness
- Leading the verification and validation process

### Managing Stakeholders

#### Evaluating known/unknown stakeholders

- Mitigating difficult relationships early
- Maintaining professionalism throughout conflict

#### Creating your stakeholder strategy

- Evaluating strategy objectives
- Briefing the executive branch and Congress

#### Expanding channels of communication

- Employing active listening skills
- Encouraging outreach and regular communication

### Leading Change

#### Adapting a process for driving cultural change

- Overcoming the political hurdles
- Leading a complex change effort
- Deploying best practices in change management

#### Sustaining change

- Evaluating progress
- Instituting regular evaluation

### Steering a Learning Organization

#### Exploring contemporary quality initiatives

- Strengthening your organization’s capability through continual learning, growing and reinvention
- Exploring the wisdom of groups

#### The value of information sharing

- Evaluating the benefits of seeking contrary opinions
- Converting project goals into project deliverables

#### Exploring modern negotiating models

- Deploying effective negotiating techniques
- Conducting principled negotiations

### Implementing a Project Portfolio Strategy

#### Working with a multiple-project mindset

- Transitioning from a competitive mindset to a cooperative mindset
- Defining the organizational objectives

#### The importance of financial tools

- Outlining common business tools
- Prioritizing projects to optimize goals



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