

IMPACT



Program Overview

ICAN and Creighton University's Heider College of Business have partnered to present **IMPACT: Leading High Impact Teams**. **IMPACT** is an intensive program targeted for individuals who lead teams. This program offers 6 graduate level credits from Creighton University to blend the best of the academic classroom with the demands of sustainable corporate leadership development. Credits can be applied to a Masters of Business Administration, Masters of Leadership or a Bachelors of Integrated Leadership Studies.

IMPACT is unique in its discovery-based, aggressive and highly interactive format that goes beyond the typical leadership training experience. Graduates master effective techniques for setting strategy, team immersion, functional cultivation, growing influence, ethical management, conflict resolution and team agility. Topics explored include how to see the difference between managing and strategically leading, assemble a productive team, mitigate threats to team effectiveness, execute proper change management, and make trust a shared responsibility. Sessions build sequentially combining evidence-based tools, real-time experience, actionable models and management simulations guided by expert faculty: Todd Darnold, PhD and Nicole Bianchi, SPHR and PCC.

Method & Format

- Leaders at Mid-Level Management who have experience leading groups or teams
- Four 2-day sessions over 5 months
- 64+ hours of face-to-face instruction, small group interaction inbetween
- Planning, Execution & Presentation of an IMPACT Project within organization
- 6 graduate level credits from Creighton University's Heider College of Business

Content Themes

- Strategy Based Leading & Thinking
- Team Immersion & Dynamics
- Leading & Managing Teams
- Unleashing Teams

Objectives

- Understand how to lead teams and accelerate change
- Explore the difference between managing and leading
- Discover the real value of diversity in your teams and how to assemble the right team
- Identify types of high performing teams and the primary threats to team effectiveness
- Navigate leadership challenges leveraging coaching, mentoring, feedback & influencing
- Unleash you and your team's potential
- Practice an immersion in team challenges

Outcomes

- Learn how to make trust, accountability, and conflict resolution a shared responsibility
- Apply cutting-edge framework to assess needs, characteristics and dynamics of a team
- Ability to move beyond the tasks and become a strategic leader
- Learn powerful processes from leadership assimilation to building business cases
- Gain real-time experience – coaching, resolving conflict and providing feedback
- Tangible tools to immediately apply

What Companies Gain

Organizations who build leaders through **IMPACT** gain employees who are strategic leaders that manage higher performing teams with stronger influence within their organizations. They understand what motivates people, how people respond to goals, and can link measurable results to enable business success. This investment in developing leaders builds a stronger, more engaged, trusted and inspired team.



2017 Series

\$6,200

Oct. 5-6

Nov. 2-3

Dec. 14-15

Jan. 25-26

Dates & Pricing

Tools & Assessments

- 1:1 Coaching Sessions
- Experiential Exercises
- LPI 360: The Leadership Challenge
- Emergenetics
- The Five Dysfunctions of a Team
- Values Assessment
- Management Simulations
- Models for Coaching and Feedback
- Development Plan for Self and Team
- Project Execution & Presentation

Why Companies Use IMPACT to Develop Leaders

IMPACT provides leaders surrounding mid-level management with the tools, capabilities and actionable skills they will need to be taken to the next level in the organization. Each participant drives an **IMPACT** Project to be applied within their company to enhance learning adoption and provide concrete takeaways. The program offers a solid foundation of learning opportunities to increase leadership capacity combined with theory-driven data, concrete tactics, group discovery and a solid network of experts.

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