



Washington State
DEPARTMENT OF
ENTERPRISE SERVICES



Center for
Creative
Leadership

Leading Organizations

RECRUITING FOR FALL 2023 (deadline August 16, 2023)

Deliver on the outcomes that matter most

Leading Organizations is an exciting learning journey for emerging and established senior leaders in Washington state government. This executive leadership program entails 48 hours of rich content delivered in a live format, with an emphasis on participant interaction, network building and individualized coaching. An additional 20 hours of Action Learning provides an opportunity to address a real agency problem by applying the skills developed in the training. The program focuses on developing and cultivating a growth mindset that will help you elevate your leadership skills, foster strategic alignment with other agencies, and bring out the best in your programs and organization.

Program overview

<p>KICK-OFF A Path Toward Equity</p> <p>360 Assessment Influence Style Indicator</p>	<p>SESSION 1 Laying the Foundation:</p> <p>Strategic Leadership Framework</p>	<p>INTERSESSION Action Learning Project (approx. 10 hours)</p> <p>1:1 Coaching (60 minutes)</p>	<p>SESSION 2 Building the Leadership Culture:</p> <p>Spanning Silos, Feedback Methodology</p>	<p>INTERSESSION Action Learning Project (approx. 10 hours)</p> <p>1:1 Coaching (60 minutes)</p>	<p>SESSION 3 Boundary Spanning Mindset:</p> <p>Influence, Polarities, and Organizational Networks</p>	<p>POST-PROGRAM Networking</p> <p>Leadership Resources</p>
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In-person delivery format

Each session is comprised of two full-day in-person experiences. Intersessions are conducted virtually.

1. Prepare: In the weeks prior and between each in-person session, participants will work on self-assessments, interactive online learning, connection to fellow program participants, and key resources to complement the live session material.

2. Engage: Dive into an immersive, live learning experience addressing the program themes. The sessions are in-person to maximize your learning and engagement.

3. Apply: Learning continues beyond the live sessions when you bring your new skills to your workplace, apply new leadership approaches, and use the tools and job aids provided in the program (including your coaching sessions) to create your own leadership toolkit.



Take the next step in your leadership journey

What you'll learn:

- Understand how to think, act, and influence strategically in the face of disruption and complexity
- Recognize how inclusive leadership produces direction, alignment, commitment
- Explain the difference between change leadership and change management
- Increase collaboration and build bridges between organizational silos
- Identify three strategies and six boundary spanning practices to improve your organization
- Recognize the different types of leadership culture and learn which types of culture help an organization deal with complexity
- Discover a feedback methodology that will help seed a coaching culture
- Learn how to establish better trust with both your colleagues and the organization
- Explore different types of influence styles
- Understand that not everything is a problem to be solved but can be a polarity to be managed
- Recognize how to increase your political savviness
- How to create a more effective organizational network
- How to connect the learnings and use them in your current and future roles
- How a culture which values and champions diversity, equity, and inclusion is a key component of leadership success



Challenges addressed

We understand the challenges you face every day and the skills you need to be successful:

- Integrating cross-functional perspectives
- Handling complexity
- Selecting and leading managers for high performance
- Aligning agencies for strategic benefit
- Fostering alignment across the organization
- Gaining commitment for performance and direction
- Leading people and managing change
- Influencing culture



Program dates

Enrollment deadline - August 16

Tuition: \$8,500

DEI TRAINING - Sept/Oct

Session 1 - November 7 - 8, 2023

Session 2 - January 16 - 17, 2024

Session 3 - March 5 - 6, 2024

Contact information

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