

Spotlight on ILA Members

ILA Members are doing amazing leadership work around the world, from starting new degree programs to nurturing young people who make a difference, from running innovative workshops and seminars to fostering organizational change. We are pleased to shine an ILA spotlight on the programs of our members. If you would like to nominate yourself or another ILA institutional member to be featured on these pages, please contact ILA at ila@ila-net.org.

Spotlight on European Institute for Leadership :

University Program in Leadership Studies- SPAIN



The European Institute for Leadership, in collaboration with the Universidad Pablo de Olavide (Seville, Spain) and the Universidad Carlos III (Madrid, Spain) has developed the First post-graduate University Expert (Specialist) Degree in Leadership Studies in Spain.- This program will run from October 2003 through July 2004 during 12 intensive week-ends, with 192 teaching hours and a Leadership Development program to be developed in an organization equivalent to 120 hours.

Objectives:

The objective of this University Program is to specialize those professionals in the area of Human Resources who want to develop Leadership and the competences related with Leadership in the organizations they work with. There is a significant lack of Leadership programs in Spain, being this one the first University

Program in Leadership Studies in Spain.

The Spanish organizations presently need to implement new Human Resources models in their systems and update their skills and competences to the new demands of the global competitive environment.. Feedback 360° techniques, coaching, mentoring, teamwork, diversity management, improvement of communication, conflict resolution, etc. are some of the skills needed in a modern organization. Taking into consideration the above, the program has the following objectives:

To provide an in depth knowledge of the modern organizational environment.

To facilitate the learning of skills related to Leadership, throughout a learning process based upon scientific knowledge in order to provide a quality service to modern organizations.

To train the participants, with a basically practical approach in the use of Leadership tools and information to be developed in the Leadership programs within their

own organizations.

Requirements:

This program will accept a maximum of 50 participants, in 2 sites (25 in Madrid and 25 in Seville) and they have to have the following qualifications:

Graduate University Degree, accredited with the academic certification.

Exceptionally, the Academic and Scientific Directors of the Program may accept well recognized professionals, having a broad professional and managerial experience, but without a full University degree.

Specifically, this program is address to:

- Human Resources professionals.
- Consultants
- Post-graduates students in Psychology and Business Studies with limited experience

Program:

The program is divided in 3 modules:

Module 1: it will cover the fundamentals of leadership understanding, both at the individual and collective, organizational, level. It has to be highlighted the importance of this introduction, as communication is the foundation of leadership and many times is very much underestimated.

Module 2: This second module includes all the basic concepts of leadership: vision, change, theories of leadership, leadership development, tools and instruments for leadership development, feedback, coaching and mentoring,

Module 3: The last module will include of the specifics of leadership as applied to the different types of organizations: public administration, NGOs, political, healthcare, educational, etc. Special emphasis will be given to diversity and comparative leadership styles.

Methodology:

The program will be basically practical, with a broad use of exercises, tests, self-reflections, cases, videos and group discussions in order to develop a sense of teamwork, cooperation, flexibility and responsibility. The methodological base is the activity of the participants; Throughout active methods, specifically the ones based on cases we will improve the management skills of the participants, with the use of logic skills, analysis and evaluation, with the ability to communicate with clarity, taking

into consideration the opinion of others and teamwork.-

Leadership Development Program:

The participation in the program will demand the development of a Leadership Development Program by each of the participants, in a specific organization. The Scientific Director of the Program will develop the specific requirement of the Leadership Development program (contents, process, elements to consider, extension, etc.) but some of the elements to be considered are:

- Organization: description, background, environment and culture; elements of organizational climate and internal satisfaction surveys.
- Executive Committee (or Department): structure, dynamics, personality of the different members
- Analysis of at least 2 Departments: functions, Inter. and intra-department dynamics.
- HH.RR. Department: competences in Leadership, interaction with Ex.Committee and other Departments.
- Development Programs: high potentials, promotions, reward and recognition, training and development, appraisal, etc.
- Recommendations to develop a feedback systems and interaction with goals and appraisal systems.
- Recommendations for:
 1. Executive Committee: personalities and conflicts, proposals for improvement:(structure, responsibilities, functions, activities, interaction with HH.RR.etc..)
 2. Departments: structure, func-

- tions, responsibilities, conflict areas, alternative solutions, profile of Department Director, relationship with subordinates and with 3. Executive Committee: Authority, hierarchy, formal/informal channels of information, historical evolution and present status-Interaction among the different sources of power within the organization.
- 4. Communication formal/informal. Analysis of problems and recommendations.
- Organizational culture: analysis of the culture; effect in performance and change processes.
- Leadership Development Program, including:
 1. Training, reward, recognition, compensation and promotion programs.
 2. Feedback.-Recommendations.
 3. Teamwork.
 4. Vision, mission and values in the organization.
 5. Programs of coaching and mentoring.

Information:

Any additional information may be required to:

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