

Turning the Situation Around: Strategic Public Sector Leadership

Foster the Flexibility Needed to Lead in Challenging Times

The global pandemic and its economic impacts are creating profound challenges for public sector leaders. The ever-shifting conditions often require them to turn on a dime, in order to minimize dire outcomes and cultivate new opportunities for healthy change.

Dynamic times call for an adaptive leadership approach, and Situational Leadership is perhaps the most flexible of all. By incorporating many different leadership techniques, it enables leaders to take stock of their environment and their team, balance the many variables, and select the style best suited to meet their objectives and conditional needs.

Designed for public sector leaders, this online program will help you sharpen your Situational Leadership tool kit. Acquire concepts and tools for addressing the real-time matters you are facing now. Modify your leadership style to navigate a constantly evolving strategic, interpersonal and workplace landscape. Open up your problem-solving options, and promote the wellness and adaptability of people.

Online Program Format

This program is delivered over two days. Each 6 hour day consists of two highly interactive 3 hour sessions of live online screen time—one in the morning and one in the afternoon. Each of these sessions include 45 minutes of facilitator-lead instruction, 45 minutes of group work in virtual breakout rooms and 30 minutes to present and receive feedback on your work.

In addition, you will receive a toolkit of techniques and templates that you can access at any time before, during or after the program.

Audience

This program is designed for supervisors, managers and elected or appointed officials at all levels in federal, provincial, local, regional and indigenous government agencies. It will also benefit leaders of non-government organizations interested in enhancing their personal and organizational effectiveness.

Takeaways

- Apply a tool kit of diverse leadership techniques to different situations
- Use proven frameworks to customize your situational leadership and problem-solving processes
- Open up pathways to innovation by becoming more receptive to suggestions and opinions
- Respond to changing conditions faster and with less stress
- Find new ways to analyze and manage quickly evolving challenges
- Enhance your facilitation approaches to elicit ideas from others, and to focus their efforts
- Strengthen workplace relationships, wellness and agility
- Drive greater performance accountability and results in yourself and your team
- Increase your adaptation to change for sustained resiliency

Program Content

Day One: Internal Situations

- Understanding the public service ethos
- Assessing workplace pressures within government/nonprofit agencies
- Differentiating task and people-oriented leadership approaches
- Dealing with dysfunctional individual behaviours and performance
- Clarifying expectations with subordinates and teams
- Leading effective teams and group processes
- Developing preventive and remedial workplace strategies

Day Two: External Situations

- Navigating the public service ecosystem
- Scanning significant influences on government/nonprofit agencies
- Diagnosing organizational and community resiliency risks
- Selecting critical strategic imperatives
- Identifying relevant stakeholders and partners
- Applying social innovation techniques to strategic processes
- Finding sustainable and realistic solutions

Special Features

Prior to each session, you will submit a current issue or opportunity you are facing. You will then apply situational leadership concepts and techniques to these issues in real-time breakout rooms with your peers, and receive guidance from the program leader.

Program Leader

Dr. Gordon McIntosh has 35+ years of experience in providing governance development, strategic facilitation and leadership guidance to government and public sector organizations. His current interests focus on alignment strategies for effective political/administrative relations. He has also conducted over 1,300 training sessions throughout Canada and internationally, involving more than 140,000 local government elected officials and staff. His students affirm that his dynamic sessions enable them to make an immediate leadership difference back at work.

To Register

Executive Education

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