STRATEGIC LEADERSHIP ISSUES

SECTION LEADER: TERRY A. SABER

DESCRIPTION

Strategic Leadership Issues concentrates on contemporary and strategic topics relevant to bank leadership in institutions of all sizes. The course takes strategic issues associated with leadership and relates each to overall bank culture, strategy, bottom line and individual management accountability.

Topics covered in this course include:

- The role of Company Culture in Organizational development and strategy formation/execution
- Quantifying metrics of “people management” to the bank’s bottom line
- Attracting and retaining top talent with effective succession planning
- Deepened enhancement of the student’s leadership development plan
- The role of feedback in enhancing leadership development
- Enhancing teambuilding and leadership effectiveness

PURPOSE

The course helps students develop a strategic people-oriented frame of reference at the senior management level and throughout the organization. It emphasizes understanding concepts and issues associated with positioning an organization to compete amid changing workplace values and dynamics, combined with the unprecedented challenges of current times. The material exposes leaders to broad strategic thinking on contemporary leadership issues and elevates thinking about individual leadership style and potential, supplemented with the Leadership Styles Inventory 2 (LSI 2).

Strategic Leadership Issues is the second course in the core curriculum that includes Leadership Beyond Management in the first year. With a variety of specific leadership-related electives, students have the opportunity over three years to choose further depth and practical application on those subjects most relevant to them.

OBJECTIVES

After successfully completing this course, students will be able to:

- Assess the quality of People Portfolio Management within their Bank with bottom line metrics
- Identify and assess the effectiveness of human resource leadership within their banks
- Identify and verbalize the human resource priority needs within their banks
- Understand the components of effective Succession Planning and Talent Management
- Understand and apply components of proactive Management Assessment
- Understand the role of culture in shaping the Bank’s strategy formation, execution and structure
- Utilize the LSI 1 and LSI 2 to further enhance leadership competencies and leadership style
- Utilize teambuilding skills to prepare for teamwork during the 3rd year FiSim capstone project.
- Apply concepts of diversity and inclusion to talent attraction/retention and to the strategic thought process

FEATURES

This course features lectures, participatory class discussions, both an LSI 2 tool, along with a Culture Assessment and group work. It includes two assessment instruments and an extension problem that has the following purposes:

- To proactively assess management relative to regulatory enforcement action and succession planning/succession needs
- To assess and evaluate quantification of “people portfolio” measures to the bank's bottom line
- To align Company culture with strategy and core values
- To further develop the individual student’s leadership development plan
- To appreciate and value the role of feedback in leadership development