



Management Development Seminar II: Leading Organizations

In an era of constant change and challenges, government agency managers must step up for greater effectiveness and efficiency. This seminar offers an unmatched overview of your systems and best practices, and a useful framework for leading your organization into the future.

- Learn how to engage your workers and foster innovative thinking and action.
- Share challenges and best practices with peer attendees from other agencies.
- Deepen your understanding of interagency systems and make connections for networked governance capable of delivering seamless customer service.



A Systems Understanding of Managing Organizations

This seminar helps you develop systems for understanding how to manage culture and productivity throughout your organization. You will learn four useful “frames” for recognizing, understanding and improving interrelated, vital systems:

1. The Structural Frame: Organizing and structuring groups and teams.
2. The Human Resource Frame: Tailoring organizations to satisfy human needs, improve human resource management, and build positive interpersonal and group dynamics.
3. The Political Frame: Coping with power and conflict, building coalitions, honing political skills, and dealing with internal and external politics.
4. The Symbolic Frame: Shaping a culture that gives purpose and meaning to work; staging organizational performance drama for internal and external audiences; building effective team spirit.

CORE DEVELOPMENT

COMPETENCIES

- Strategic Thinking
- Human Capital Management
- Influencing/Negotiating
- Political Savvy
- Vision

ACADEMIC CREDIT

3 upper level Baccalaureate credits may be available upon completion.

LOCATIONS

Eastern Management Development Center in Shepherdstown, WV

This training facility is 70 miles from Washington, DC in the Blue Ridge Mountains above the Potomac River.

Western Management Development Center in Aurora, CO

This facility offers a campus-style learning environment convenient to both Denver and the majestic Rocky Mountains.

For class schedule, please go to www.leadership.opm.gov



“Excellent true-life stories emphasized the content. It’s great to get advice from someone who has been there and done it.”

Register Now for the Management Development Seminar II: Leading Organizations

This seminar is designed for second- and third-line managers (those who typically manage supervisors or other managers) who are seeking to refine and improve the performance of their organizations.

During the two-week course, experienced mid-level managers can assess and improve their organization's overall effectiveness. You will learn how to help guide your organization during times of unprecedented change, challenge and uncertainty. Through presentations, small-group work and practice, you will learn out how to engage your workers and foster innovative thinking and action.

Learn How to Help Guide Your Organization to Excellence

- Enhance your ability as a leader to think comprehensively and multi-dimensionally.
- Encourage flexibility within your organization and view opportunities and events from multiple angles.
- Try new approaches to managing that can lead to greater organizational efficiency.
- Practice collaborative management of work team cultures.
- Create a powerful vision for your organization and set strategies for moving toward its realization.
- Forge productive negotiations and defuse wasteful, unproductive conflict.

“Any individual in a leadership role should take this course if they are interested in furthering their career.”

TUITION

\$5,300

Tuition includes materials, meals and lodging for the two-week course.

LEAD

This seminar meets the manager track requirements of the LEAD Certificate Program.

Leadership Education & Development Certificate Program—A complete leadership development curriculum for current and aspiring government leaders, providing official recognition of achievement at every level. For more info, go to www.leadership.opm.gov/certificates/LEAD/index.aspx

RECOMMENDED PRIOR COURSES

Collaborative Leadership Seminar
Leadership Assessment Program—Level II
Team Development Seminar

SUGGESTED FOLLOW-ON COURSES

Coaching and Mentoring for Excellence
Crisis Leadership Workshop
Dynamics of Public Policy
Women's Leadership Seminar

For class schedule, please go to www.leadership.opm.gov

9 JUL 2012

Three Ways to Register

1. **Register Online at www.leadership.opm.gov**
Initiate course registration with your Government Purchase Card payment, the fastest way to reserve your space. Use your own agency-specific procurement forms. Once we have received your payment, you will receive confirmation within two business days.
2. **Fax a Registration Form found online.** This form can be used for courses at the Federal Executive Institute or Management Development Centers.
3. **Contact a Representative for the Customer Service Office:**
Toll Free: 888-676-9632
Phone: 304-870-8008
Fax: 304-870-8078
TDD/TTY 304-870-8066
Email: register@opm.gov



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