



THE UNIVERSITY OF THE WEST INDIES  
OPEN CAMPUS BELIZE  
**THE VOICE OF LEADERSHIP: HOW LEADERS INSPIRE, INFLUENCE AND ACHIEVE  
RESULTS**

### **Course Description**

This module will expose participants to current principles and concepts of leadership. The participants will be led through a process of self analysis and examination of their own leadership styles and the leadership roles that they play in their various organizations. The participants will also examine the unique role that leaders play in developing and managing effective teams in the transformational organizations.

### **Course Participants - Who Should Attend**

- Supervisors
- Management Staff
- CEOs
- Small Business Managers
- New Supervisors
- Business Owners

### **Certification**

Participants who fulfill at least 75% of the attendance requirement of the whole course and pass the end-of course assessment (if applicable) will be awarded *Certificate of Completion*.

Participants who met the minimum attendance but do not pass the assessment will be awarded a *Certificate of Participation*.

### **Course Prerequisites**

None.

### **Course Duration**

8 hours – 1 day workshop/seminar.

### **Method of Delivery**

Any combination of Power Point presentations/, discussions, research presentation, role plays, problem solving exercises, case studies as well as video presentations. The emphasis is on learning by doing. Special features include: Interactive "workshop" format, group learning - you also get to know what other participants are doing, individual and group activities (sharing).

## **Course Cancellation Policy**

The UWI Open Campus Belize makes every effort to maintain the advertised schedule of classes; however, low or insufficient enrolment may require a schedule adjustment or course cancellation. All registrants will be duly notified of any changes in the published information.

## **Course Outline**

**The Module will be divided into two sections:**

### **I. New concepts and theories of Leadership**

- Definition of leadership/Trait Leadership (Are leaders born or made?)
- Leadership vs. Management (Definitions and discussions)
- Traditional Leadership Roles in Organizations
- Transformational and Change Leadership

### **II. Application of Leadership to Organizations**

- Identification of individual Leadership Styles (transactional to transformational)
  - i. Results oriented
  - ii. Building Organizational Citizenship Behaviour (OCB)
  - iii. Initiating structure
  - iv. Employee-oriented leader
  - v. Production oriented leader
  - vi. Development oriented leader
- Delegation and Individual Empowerment
  - i. Role play of different leadership styles
- Ethical leadership
- Building and Leading Teams
- Conclusion