

Certificate in Professional Leadership

Certificate Program | October 2007 - September 2008

What

Hollins University offers the only comprehensive leadership training for women in the Roanoke Valley. This yearlong course, designed to accommodate the schedules of full-time working women, provides important and practical training in leadership skills, leading to increased effectiveness in the workplace. Upon completion of the program, participants receive a certificate in professional leadership.

Why

In 2005 the Commonwealth Council and Hollins University conducted the Roanoke Valley Women's Leadership Needs Assessment. Survey results showed that women in the Roanoke region want targeted, effective leadership training.

Who

The program is designed for mid-career and emerging professional women in business, nonprofit organizations, and education.

How this training is different

- Our program is grounded in research about what works in leadership training and development in general and what facilitates women's leadership in particular.
- It is based on what we have learned in Hollins University's ground-breaking Batten Leadership Institute.
- It incorporates assessment, challenge, and support, the three fundamental elements in productive leadership development programs.

1. Assessment

Participants will gain a thorough understanding of their strengths, skills, preferences, and developmental needs through the following assessments:

- Conflict Dynamics Profile (CDP) (360° assessment)
- BarOn Emotional Quotient-Inventory (EQ-i)
- Myers-Briggs Type Indicator (MBTI)
- Fundamental Interpersonal Relationship Orientation-Behavior (FIRO-B)
- Skillscope (360° assessment)

2. Challenge: The workshops

Program participants are required to attend monthly late-afternoon workshops held at the Higher Education Center. These workshops are designed to teach important leadership skills to integrate into their work

or community leadership. In most cases workshops will be held the first Wednesday of the month.

- Developing and Communicating a Vision
- Strategies for Influence and Interpersonal Communication
- Change and Risk
- Negotiation Lab I
- Mentoring
- Sound Decision-Making
- Efficient Delegation
- Effective Problem-Solving
- Negotiation Lab II
- Take a Stand in the Face of Adversity
- Pulling It All Together

An additional series, the eight-week Feedback and Communications Skills Group, challenges participants to improve their communication skills and gain important insight into how they affect and influence others.

3. Support

- All participants benefit from the Personal Leadership Change Project, a structured coaching program that supports them as they put their assessment results to work.
- A series of four Conflict Management Breakfasts teaches participants the nuts and bolts of effectively dealing with conflict.
- Mentorship training leads to identifying a mentor in the workplace, as well as mentoring a young woman at work or in the community.

Where

All workshops are held at the Higher Education Center.

Cost

\$2,200 (includes all workshops, assessments, and support activities)

Contact information

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