

School of Medicine

Learning Outcomes



Center for
Executive Development
MAYS BUSINESS SCHOOL



TEXAS A&M
Medicine



Emotional Intelligence

- Identify your emotional intelligence competencies – strengths and opportunities.
- Discuss how others view your EI.
- Identify strategies for enhancing EI competencies both for self and for the team.
- Identify how to utilize the EQ-i 2.0. (if using EQ-i).



Growth Mindset

- Discuss why it is critical to move from a fixed mindset to a growth mindset.
- Learn to leverage your leadership and team to reach goals.
- Build a growth mindset to drive change and ensure success of initiatives.
- Learn how to more productively deal with setbacks, fear of failure, criticism, and blockages.



Strategic Thinking

- Change thinking to increase School of Medicine's strategic agility.
- Learn tools for managing uncertainty to yield more responsive, accurate decision making.
- Translate Vision into Strategy: The role of leadership and innovation.



High Performance Teams

- Identify behaviors that accelerate or stifle high performance.
- Discuss how a leader fosters a collaborative environment that drives innovation.
- Practice how to motivate, engage, & develop teams to build high performance drivers.
- Describe the importance of psychological safety to drive team performance and ID hinderances of psych. safety in teams.
- Identify tools to provide to a team to help them succeed.
- Utilize 5 dysfunctions and stages of team development.



Conflict Resolution & Dealing with Difficult Behaviors

- Use Thomas-Kilmann Instrument (TKI) to examine individual conflict resolution style.
- Discuss a leader's role in resolving conflict.
- Identify how to break conflict resolution dependency cycle & give others the tools to resolve conflict more efficiently.
- Discover how to ask the right questions and approach with the right attitude to handle any conflict.
- Learn to deliver and receive constructive feedback.
- Learn to recognize and better negotiate crucial conversations.



Executive Presence Leader Presence

- Understand the concept of Executive Presence and the tools to help participants achieve it.
- Expand ability to communicate with intention and impact through voice, gesture, and language.
- Build self-awareness and leverage strengths to be effective.
- Use formal and informal authority.
- Ability to use practical storytelling techniques that will help influence, inspire, and motivate others.



Communication

- Discover communication strengths to build effective relationships with stakeholders & team members.
- Implement crucial communication techniques that help drive effective decision making, teamwork, & influence action.
- Understand & apply different theories of influencing.
- Practice getting key messages across clearly & concisely.



Change Agility

- Discuss tools and models for change.
- Identify how to create and sustain change.
- Understand how culture can promote change and, in turn, how best to manage a change in culture.
- Learn the basics of organizational change, including why people resist change and how this resistance can be overcome.



Organizational Culture, Vision, and Values

- Define culture, vision, & values, and their role at School of Med.
- Learn the prescriptive and aspirational value of culture, beliefs, and actions in a transformative environment.
- Develop an understanding of the importance of organizational culture.
- Learn how culture is created, how it manifests itself within the organization, and how organizations can capitalize on culture.