

# Increasing management competency skills of post- secondary level leaders



By: Sheila Grangeiro

# Background Information for Purpose

---

- ☞ Leadership is a key component of any organization
- ☞ The current expectation of leaders is to have high level performance
- ☞ Employers need to support its leaders in attaining competencies to become high performing leaders
- ☞ Alternative delivery methods for training and resources need to be available to leaders



# Problem Statement



Leaders at the University are currently lacking several management competencies and due to time constraints attached to their positions; they are unable to fill their skill gaps through traditional training methods independently. Leaders should be able to attain management competencies throughout their career using training and other educational methods.

# Needs Assessment Instrument Design

---



- ∞ Surveys
- ∞ Time constraints
- ∞ A new approach
- ∞ Technology
- ∞ Data

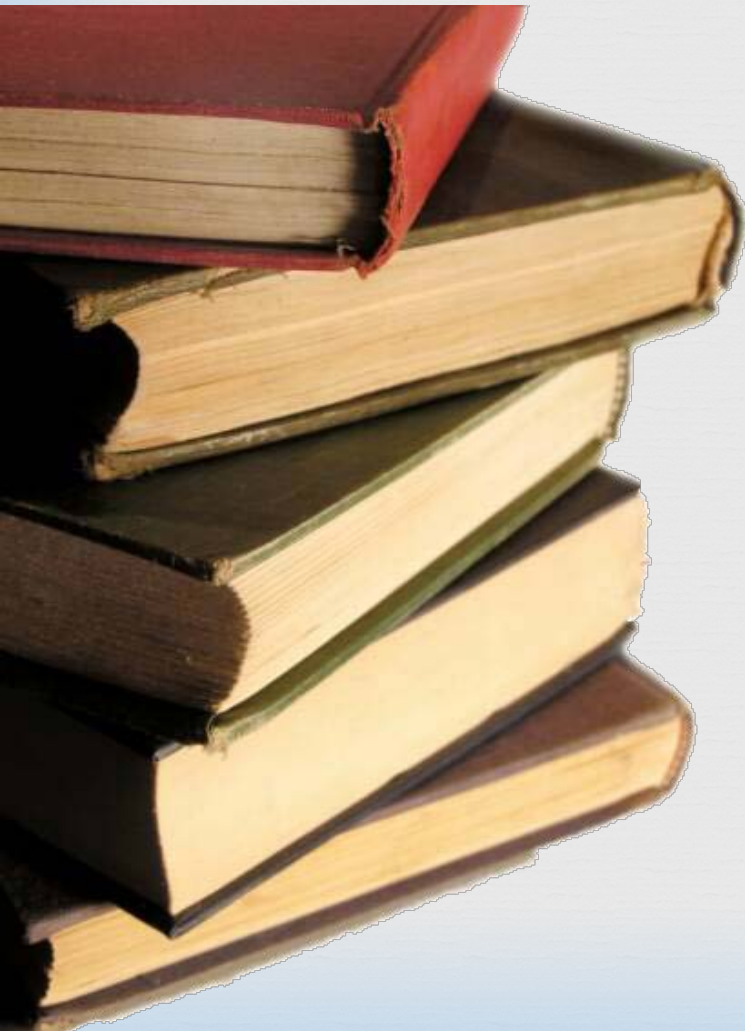
# Needs Assessment Report



- ☞ Employees were randomly selected
- ☞ Assessment was sent electronically
- ☞ Survey was used to evaluate

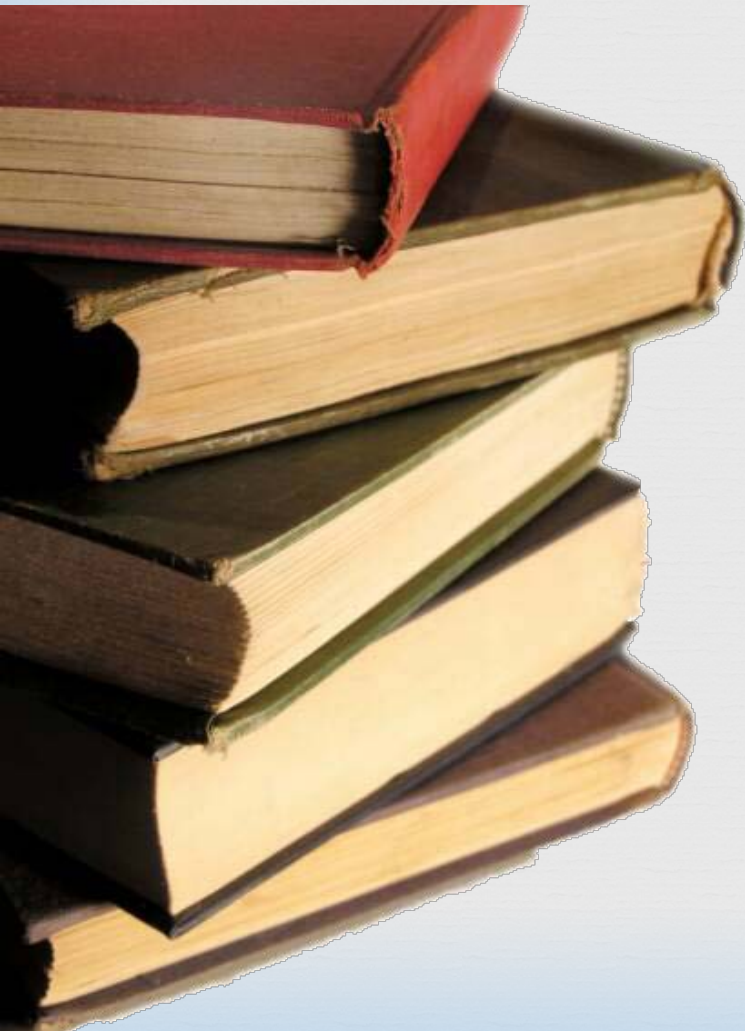


# Literature Review



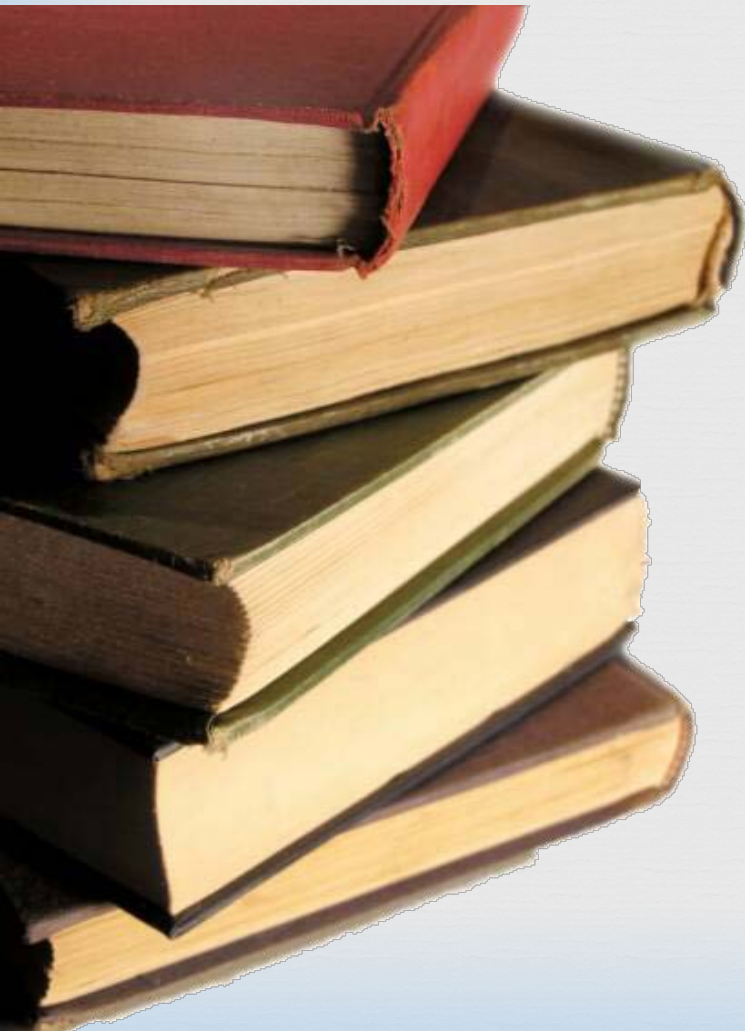
- ❧ Maintain a high performing workforce
- ❧ Today's generation
- ❧ Technology & Collaboration
- ❧ Employee development
- ❧ Learning opportunity

# Literature Review (Cont.)



- Effective learning
- Educational implementations
- Learning adaption
- Business Success

# Literature Review (Cont.)



- ❧ Maximize time and money
- ❧ Employee confidence
- ❧ Communication tools
- ❧ Performance and leadership development



# Method



- ❧ Leaders at the University are currently lacking several management competencies
- ❧ Solution Strategy: Implement a social learning network at the university
- ❧ Leaders should be able to attain management competencies



# Evaluation Plan



- ☞ Social learning network access
- ☞ Learning group to their assigned training
- ☞ Postings
- ☞ Collaboration
- ☞ Learning groups