

Creating a Context for Change: Leading through Organizational Development

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Course Description

Learners participating in this web-based course will focus on leadership effectiveness particularly in terms of facilitating innovation and change within an organization and achieving an organizational context that is conducive to continuous improvement and a never-ending commitment to excellence. As effective leaders, we strive to create a shared vision of the future and then mobilize people, processes, and resources to achieve that vision. Effective leaders treat innovation and change as a continuous process, not as a single event or series of staccato or stop-and-go actions. By establishing and maintaining a continuous forward momentum, leaders can engage others in working together to be adaptable and flexible in their ongoing pursuit of their shared vision.

Learning Objectives

By the end of this course, participants will be able to:

- Examine various factors that influence successful adoption and implementation of innovation and change
- Use at least one theoretical model for examining change processes and the role of leadership
- Describe characteristics of effective leaders for facilitating innovation, change, and continuous improvement
- Identify individual and organizational characteristics that facilitate successful change
- Use specific leadership strategies to create and sustain effective change

Core Competencies for Public Health Professionals *Council on Linkages between Academia and Public Health Practice

- 8C9: Ensures the management of organizational change

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