

Leadership in Higher Education

Developing effective leaders through research-based training

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In one of my previous columns, I mentioned the doctoral study of Dr. Michale McComis, Executive Director of the Accrediting Commission of Career Schools and Colleges (ACCSC). The study focused on the relationship between leadership characteristics and student achievement in private career colleges. Dr. McComis found that leadership has a significant relationship to student success and concluded that leadership development should be recognized as a requisite part of both institutional development and operations.

The leadership characteristics identified by McComis's research have been one of the main driving factors for the continued enhancement of MaxKnowledge management development programs. Based on McComis's work, we adopted the management competency standards identified by Harvard Business Publishing (HBP) and, in consultation with HBP, used the interactive content from Harvard ManageMentor® to create our core management training courses. These courses cross the management spectrum and address techniques for developing strategy, supervising staff, managing operations and handling many of the workplace challenges faced by career college leaders.

More recently, Dr. Jean Norris, Managing Partner of Norton Norris Inc., conducted a study to understand leadership attributes specific to the higher education sector. In her research, Dr. Norris identified a leadership development pattern based on thinking style, behavioral traits and occupational interests. Norris then created a series of interactive leadership development e-learning courses based on these findings and the advice from some of the sector's top leaders.

Recognizing the importance of Norris's work, MaxKnowledge also partnered with Norton Norris Inc. to supplement its core management training courses with a series of six leadership development courses focused on the higher education sector.

The Leadership in Higher Education course series provides an advanced understanding of leadership concepts and self-awareness for those currently serving in leadership roles or those who aspire to lead. Participants develop a greater understanding of their leadership skills through a combination of

assessment and developmental tools, self-reflection, and real-world examples of leadership in action. In addition, participants gain an understanding of leadership challenges and dynamics in today's marketplace with special focus on the higher education sector. Finally, participants have the opportunity to develop their own personal leadership development plan to implement at any leadership level or position. Below is a brief description for each course in this series.

The first course, "Do You Manage or Lead?" clears up numerous myths and misunderstandings about leadership and management. Participants get a better sense of their own tendency to either manage or lead and the importance of each skill set.

The second course, "How Do You lead?" explores various leadership styles and frameworks to demystify the secrets of good leadership. Participants learn more about their own leadership style(s).

The third course, "Your Leadership Impact" looks closely at the factors needed for a leader to be successful. The course investigates participants' leadership impact in a variety of situations and provides tools to help participants better assess their strengths and weaknesses.

The fourth course, "Your Leadership Legacy" challenges participants to take a bigger picture look at what impact they are creating both now and for the future, helping participants develop their own leadership legacy.

The fifth course, "Your Leadership Toolkit" provides training that allows participants to identify their communication preferences, understand others more effectively, and learn to truly motivate their colleagues and staff.

Finally, the capstone course, "This Way to Leadership" provides participants with a step-by-step guide on how to develop their own leadership plan. The course also provides participants with advice and guidance from some of today's top leaders in the education sector.

The Leadership in Higher Education series and the core management courses are available on all training sites powered by MaxKnowledge. For further information, please contact Aimee Sirmon, Vice-President of Communications at MaxKnowledge. Aimee can be reached at aimees@maxknowledge.com, 1-888-626-2407, Ext. 87.

Dr. Moghadam is the founder and CEO of MaxKnowledge, the leading employee training company for the career college sector of higher education. He has over 20 years of experience in career education, serving in many capacities including professor, director of education, academic dean, director of student affairs, campus director, college president and owner. Moghadam earned his PhD in Engineering from the University of Cambridge at the age of 22. He is a recognized leader in career education and has been selected as a Top Innovator by the Career College Central magazine. Moghadam can be reached at amirm@maxknowledge.com.