

Developing Leadership Capacity as a College Administrator – April 11, 2010

Course Outline

Facilitator: Dr. Holly Catalfamo

Overview

In order for contemporary organizations to be successful, effective leadership is essential. Leadership in a college environment is a dynamic process that requires leaders think strategically in order to move their organizations forward, and, at the same time, leaders need to take the time to reflect on their own professional practice and forge meaningful relationships with fellow educators. Using a variety of learning activities, the concepts of leadership and personal leadership development within the college context will be explored. Participants will gain a personal understanding of their own professional view of effective leadership practices. Activities will include exploration of contemporary leadership literature, interviewing a college leader, self-assessment, organizational assessment, research, writing, and development of a personal development plan.

This course involves 3 modules:

Module 1: Conceptualizing Leadership

- Describe the essence of leadership within the College environment
- Compare the key differences between leading and managing
- Examine leadership as an influence process – learning as a way of leading
- Consider the leader’s role as an educational change agent
- Explore the relationship between leaders and organizational culture

Module 2: From Theory to Practice

- Explore different theoretical constructs of leadership (models of leadership) including those paradigms that have particular significance in contemporary society such as transformational leadership, servant leadership, and emotional intelligence
- Connect theory to the real-world College environments by examining manifestations of leadership styles and the challenges and opportunities various leadership styles present

Module 3: Developing Leadership Capacity

- Develop a personal philosophy of leadership
- Examine personal strengths and opportunities to enhance one's leadership style
- Develop a personal development plan for ongoing leadership growth, including opportunities to develop emotional intelligence and other capacities
- Explore opportunities for informal, nonformal and formal learning to further enhance the leadership journey

About the instructor

Dr. Holly Catalfamo, H.B.A., B. Ed., M.A., Ed.D.

Holly Catalfamo has over 15 years of experience in both the public and private sectors including working in the Strategic Human Resources Office of the Ministry of Transportation and as the Organizational Development and Performance Manager and Associate HR Manager with Kraft Foods North America. Holly joined Niagara College as a full-time professor in 2003 after teaching part-time for several years. After a 1-year secondment as Academic Chair, Holly returned to the classroom in the fall of 2010 as Coordinator of HR Programs with the Business and Entrepreneurship Division at the college. She recently received her Doctorate of Education specializing in leadership development at the University of Toronto (OISE). She received her M.A., H.B.A., B. Ed., and Certificate of Teaching and Learning in Adult Education from Brock University.