Executive Leadership for Regulators

- Three day training that covers four modules:
  - Module I-Regulatory Leadership
  - Module II-Organizational Culture/Change
  - Module III-Positive Regulatory Public Relations and Communications
  - Module IV-Creating Appropriate Relationships/Art of Negotiation

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- Offered in conjunction with the annual conference (September 8-10, 2014) – New Orleans, Louisiana
- Available to be brought to your location as a specialized training
- 30 maximum attendees
Executive Leadership for Regulators

- Session from the Organizational Culture and Change Module:

I. Introduction: The Organizational Structure

- Purpose of organizational structures

I. Introduction: The Organizational Structure

- Types of organizational structures
  - Mechanistic
  - Organic
I. Introduction: The Organizational Structure

- Components & characteristics
  - Complexity
  - Formalization
  - Centralization

II. The Organizational Culture

- Definition
- Strong and weak organizational cultures

II. The Organizational Culture

- Elements of a strong regulatory culture
Assessment of culture

- How do we know if we are on the right track?
- What can we measure and how?

III. Organizational Effectiveness

- Determinants of organizational effectiveness
- Operational roles of the agency/organization

- Strength of organizational culture
III. Organizational Effectiveness

- External Relationships

III. Organizational Effectiveness

- Strategic planning

IV. Leading Organizational Change
IV. Leading Organizational Change

- The challenges of change and adaptation

IV. Leading Organizational Change

- Tools for creating a culture of change

IV. Leading Organizational Change

- Institutionalizing positive change – the seven levels of change (Smith)
IV. Leading Organizational Change

- Celebrating Change

How are you perceived by others?

How are your organizational culture and structure perceived the outside world?

FINAL THOUGHT: You must know your own system, culture, etc. before you can shape the image that others have of you.