The Experiential Leadership Completion Program

MAAL Leadership Completion Option
“The week I spent in this program has already transformed my vision of my own future. I feel I can move forward with confidence as I become a better leader and a more compassionate human being.”
- Lynette Bloomberg, ELCP participant

“The ELCP was mind-blowing in how much I learned about myself as a leader from the professors, my peers, and one-on-one coach! Take this program, I promise you won’t regret it!”
- Cenayda Guzman, ELCP participant

“This course is unlike any other collegiate experience I have ever had. The real-world applications and the dynamic presentation made their experience fantastic.”
- John Clark, ELCP participant

“An extraordinary program! I have confidence in my leadership capabilities and have learned more about myself than I thought possible.”
- Gina Bertoletti, ELCP participant

“This course was a gift. No other word can describe it fully.”
- Michael Johnston, ELCP participant

The Experiential Leadership Completion Program (ELCP) provides a unique opportunity to enhance your leadership skills dramatically, and learn how to increase an organization’s leadership capacity as you complete your degree.

Great Challenges. Great Rewards.

We know that leading is a challenging endeavor, particularly in today's complicated, fast-paced, and demanding world. The three-part ELCP provides insights and processes to help students significantly grow their personal leadership skills, as well as enhance their knowledge about how to increase an organization's overall leadership capacity.

What You’ll Learn

Working with OU faculty and other talented students, the ELCP allows you to gain insights and skills that will help you take your leadership to a new level of excellence.

- Significantly increase self-awareness of your leadership strengths and blind spots
- Attain a lifelong process for improving your personal leadership performance
- Gain new skills to ensure the alignment of individuals' and teams' efforts
- Increase capacity to build more committed teams
- Enhance ability to lead and manage the human side of the enterprise
- Learn the key factors required to build an organization's overall leadership capacity

ELCP is a three-part leadership development program that serves as a unique completion option for your MAAL degree.

The Experiential Leadership Completion Program (ELCP) is for students who wish to apply the latest in leadership theory and research.

- Students who want to move into leadership positions within their organizations
- Experienced leaders wishing to enhance their performance
- Students who want to help organizations increase their overall leadership capacity
The Experiential Leadership Completion Program (ELCP) provides a complete development process that helps students build more effective teams and organizations.

**How it Works**

We designed the ELCP not only as a MAAL program completion option, but also to serve as one of your career’s greatest opportunities to enhance your personal development as a leader. Additionally, the ELCP will help you learn the fundamentals of how to develop other leaders within an organizational setting.

**What You’ll Learn**

**Self-awareness**
- In-depth assessment and feedback
- Reflection exercises
- Structured peer interactions
- Group exercises to increase your self-awareness

**Motivation**
- Encouragement from OU faculty and your peers
- Student participants choose their personal developmental actions
- Improve your leadership competencies

**Accountability and feedback**
- After classroom session assessment
- Coaching
- Process for involving others

**Real-world practice**
- Practice in the classroom
- Practice after the classroom sessions as you complete action plans

**Is ELCP Right for You?**

We are committed to providing transformative learning experiences tailored to each student’s needs. We organize the ELCP to ensure that students receive precisely the development they need now as well as prepare them for success in the future.

**Part 1: Leadership Development Experience (LDE)**

A few weeks before the Leadership Development Experience (LDE) week begins you will receive several journal articles and individual assessments. We will use the personality and other behavioral assessments to prepare personalized reports to help you tailor a specific and individualized leadership development plan to enhance your performance as a leader.

Over an intense five-day period, you will work closely with faculty, consultants, and fellow students as you experience limited lecture, experiential learning exercises, and in-depth behavioral assessments on OU’s Norman campus. The LDE classroom experience addresses many of the significant challenges that today’s mid- to senior-level leaders face.

**Part 2: Action Research Experience and Paper**

During this part of the ELCP, you will read several journal articles to help you enhance and complete your personal Development Action Plan drafted during the LDE classroom week. You will then execute your developmental actions and prepare a formal paper detailing your developmental experience.

**Part 3: Focused Comprehensive Exam**

Like other MAAL comprehensive exams, the ELCP comprehensive asks you to draw widely from your MAAL program experience as you consider interdisciplinary approaches. However, the ELCP comprehensive addresses primarily the key elements necessary to build organizations’ leadership capacity. The ELCP comprehensive will focus on the concepts, theories, and applications you encountered during Parts 1 and 2 of the ELCP. Your comprehensive exam will ask you to demonstrate a solid knowledge of both theory and application of the principles needed to grow an organization’s leadership capacity.

**Snapshot:**

- **Tuition:** Regular OU Tuition plus materials
- **Class size:** Limited to 20 participants, average class size 16
- **Where:** University of Oklahoma Campus – Norman, Oklahoma
- **When:** Please ask your academic advisor for dates
- **Classroom Coaching:** Individualized one-on-one coaching during the classroom week
- **After Classroom Learning:** Completion of an individualized Developmental Action Plan
- **Focused Comprehensive:** A comprehensive exam focused on increasing organizational leadership capacity
The Experiential Leadership Completion Program

For many, the ELCP will be the best leadership development opportunity experienced in the course of a career.

Part 1 | Leadership Development Experience (LDE)
The classroom experience is highly interactive filled with discussion, experiential learning, group exercises, as well as a good deal of behavioral feedback from the assessments completed before the classroom sessions begin.

Day 1 – The Lessons of Experience
- Assessment and feedback
- Reflection exercises
- Structured peer interactions
- Group exercises to increase awareness

Day 2 – Seeing Yourself as Others See You
- Encouragement from CLE faculty and peers
- Participants choose their developmental actions
- Competencies
- Knowledge and skills conveyed during and after the classroom sessions

Day 3 – The Leadership Challenge
- Practice in the classroom
- Practice after the classroom sessions supported by coaches

Day 4 – Understanding Yourself as Leader
- After classroom session assessment
- Coaching
- Process for involving others

Day 5 – Planning for Your Leadership Success
- After classroom session assessment
- Coaching
- Process for involving others

Part 2 | Action Research Experience and Paper
After the classroom week, you will apply the lessons learned to your own personal leadership development. You will complete the developmental action plan you crafted during your classroom learning and write a paper summarizing your experience. Also, in preparation for your focused comprehensive (Part 3) you will read several articles to help you increase your knowledge regarding organizational leadership development principles.

Part 3 | Focused Comprehensive Exam
The ELCP gives students an opportunity to demonstrate their knowledge of leadership development. You will draw on your interdisciplinary learning and the specific information provided during the ELCP to respond to the exam questions.

A Smart Choice for Completing Your MAAL Degree

A commitment to service
We consider it a privilege to work with talented students from many different backgrounds and geographies. We earn this privilege by doing everything we can to ensure that you experience truly outstanding customer service in every interaction.

Leadership for each level
The challenges leaders face vary significantly at different levels within the organization. We will give you information to help you deal with the different kinds of challenges faced at these levels.

Practical approach
We are well aware that the value of what we do can only be determined by its usefulness. We help students develop skills and new approaches that improve performance so that both individual leaders and their organizations reach their goals.

Extraordinary value
We know the value of a dollar. The cost of tuition, travel, and, even more importantly, students’ investment of time is significant. We are committed to delivering a very high quality learning experience during ELCP.

After classroom learning
We emphasize actions that work in application and provide processes to ensure that classroom ideas become lessons learned and, more importantly, lessons applied.

Outstanding university
As one of the top public universities in the nation, the University of Oklahoma offers a culture of academic excellence.

Nothing is more important to an organization’s success than the quality of its leaders. The ELCP will help you improve both your personal leadership skills as well as your ability to grow leaders within an organizational context.
Dr. Dyer is the Lead Faculty for the B.A. and M.A. in Administrative Leadership programs at the University of Oklahoma. He is an organizational psychologist who specializes in improving individual, team, and organizational performance. Paul’s 25 years of experience include work as an internal and external business consultant and executive coach with hundreds of individuals and a number of well-known organizations such as the Anthem Inc., The Dow Chemical Company, Devon Energy, Hilton, Maytag Corporation, M&M Mars, Scholastic Book Fairs, and Universal Studios. In addition, he has taught organizational behavior and psychology courses as a faculty member of Rollins College in Winter Park, Florida.

Selected Past Client Experiences:

- Anthem, Inc.
- AT&T
- Coors Brewing Company
- Darden Restaurants
- Devon Energy
- Dow Chemical Company
- Greater Orlando Aviation Authority
- Hilton
- Hydro Aluminum
- Maytag Corporation
- Orange County Government (Florida)
- Orlando Sentinel
- Scholastic Book Fairs
- Sheraton’s Starwood Resorts
- SunTrust Banks
- Sheraton’s Starwood Resorts
- The Tupperware Corporation
- Universal Studios
- Walt Disney World
- Waterloo Industries