ANTIOCH UNIVERSITY ONLINE PROGRAMS
AU | Women in Leadership Certificate

Antioch University Women in Leadership Graduate Certificate Program Core Courses

- **Course #1: Enhancing Your Leadership Identity—--**

Enhancing your leadership identity takes strategy and cultivation. This course provides opportunities to foster leadership and professional growth by developing vision, aligning your strengths and capabilities with strategy, and working to build confidence and credibility with others through effective communication. Participants begin by completing a self-assessment designed to report on their strengths and values and then engage with tools and techniques focused on developing skills in the areas of professional identity, business communication, productivity, career planning, and other best practices of effective leadership. Special attention will be given to the unique challenge's women face in the workplace, along with their unique value and perspective.

Learning Outcomes:

Upon successful completion of this course. Students will be able to:

1. articulate your strengths, values, and areas for professional improvement
2. employ strategies for communicating clearly, effectively, and across difference
3. demonstrate work behaviors that exhibit leadership and professional integrity
4. develop a strategic plan for enhancing leadership identity

This course has been developed into 4 modules to be launched every quarter on Brightspace to be marketed and launched in winter /spring 2025.

Module 1: Leadership Identity: Consciousness of Self

Overview
There are 2 primary goals of the Social Change Model: 1) Self-Knowledge or understanding one's own talents, values, and interests, especially as these relate to the student's capacity to provide effective leadership; and 2) Leadership Competence or the capacity to mobilize oneself and others to serve and work collaboratively.

In this module, you will read about the Social Change Model of Leadership Development, focusing on "Consciousness of Self." You will do this by introducing yourself to others, completing and interpreting your values assessment, and thinking about how self-awareness is essential for a collaborative approach to leadership.

Lesson Objectives:
At the end of this module, you will be able to:
- Interpret your strengths and values assessment results.
- Develop a working description of your leadership identity.

Module 2: The Social Change Model of Leadership Development – Congruence & Commitment

Overview
The Social Change Model of Leadership Development assumes that leadership is concerned with affecting change on behalf of others and society, that leadership is collaborative and is a process rather than a position, and that leadership should be values-based. This model includes 7 values, known as the 7 C's, that synergistically become leadership for social change. In other words, the 7 values, grouped into 3 interacting dimensions–individual, group, and society or community–work together to accomplish the transcendent C of Change.

Lesson Objectives:
At the end of this module, you will be able to:
1. Define leadership styles and various concepts related to modes of social change.
2. Examine the 7 C's—Critical Values of the Social Change Model.
3. Consider how Congruence and Commitment relate to your leadership identity and style.

Module 3: Promoting Social Change – Leadership in Practice

Overview
People, organizations, and communities all over the world are promoting social change through various modes. A mode, in this sense, is a way or manner in which something occurs or is experienced. While the concepts in readings are useful for a variety of contexts and goals, there is a unique set of values for leaders whose goals are connected to social change. By examining social change in action, we can consider what modes of social change should be included in our action plans and the implications they have for our leadership development. Social change cannot be done alone. It requires building relationships with others and taking action together. Socially responsible leaders maintain a sense of responsibility for the welfare of others, including other's well-being and sense of belonging. As leaders we have to take into consideration historical and political contexts, take an asset-based perspective, and work to understand cultural differences and see things from multiple perspectives.

Lesson Objectives:
At the end of this module, you will be able to:
- Compare the social change modes of individuals and organizations who work to make a difference through their leadership and advocacy work.
- Apply the modes of social change to your own plan for leadership development.
- Explore strategies to address gender and racial inequities in the workplace.
- Develop your change-making skills, resiliency strategies, and civic knowledge.

Module 4: (Re)Evaluating: Personal & Professional Development Planning

Overview
Citizenship draws on the interconnectedness of the individual, group, and societal C's. It challenges people to make choices that require them to clarify their Commitments, consider their

values through Consciousness of Self, and examine whether their choices are Congruent with their beliefs. How will you ultimately engage in Citizenship? What skills, strategies, and civic knowledge will help with acceptance of social responsibility, developing confidence, appreciating diversity, and embracing change and challenge?

The final "C" is Change. The Social Change Model is grounded in the assumption that an effective leader achieves both goal and process outcomes and provides a compass for a lifelong journey of continual learning about leadership and social change. It is time to generate ideas for how to take action.

Enhancing your leadership identity takes strategy and cultivation. Throughout this module, you will learn how to develop your change-making skills, resiliency strategies, and civic knowledge through skill development and theoretical understanding of various modes of social change. Then, it will be time for you to take action. To do so will require self-care. How will you balance your plate?

Lesson Objectives:
At the end of this module, you will be able to:
1. Develop your change-making skills, resiliency strategies, and civic knowledge.
2. Self-assess where you are now and set short/long-term goals to meet your leadership for social change objectives.
3. Create a plan for promoting health and wellness in your everyday life.

- **Course #2: Optimizing Leadership Skills: A Woman's Guide to Claiming Space**

We live in a world that rewards women for making themselves small. This course uses the bestselling book, "A Woman's Guide to Claiming Space" a deep dive into the five aspects of claiming space. These include enhanced body language techniques, stopping self-sabotage, thwarting sexual harassment and embracing intersectionality. It will explore both big ideas and actionable tools which empower women both professionally and personally. Synchronous live weekly meetings.

Learning Outcomes:

Upon successful completion of this course, students will be able to:

1. utilize their physicality and voice to communicate from a place of confidence and strength.
2. build networks using a wholistic approach to community building.

3. mitigate negative messages which lead to poor decision making.

4. manage their personal safety scale, and know how to optimize their emotional safety in any space.
5. identify their own "isms" and use that knowledge to help raise up the women around them.
6. lead from a centered place of strength and inclusion.

● **Course #3: Women's Studies: A Tool for Understanding Women's Unique Challenges in Leadership**

   Instructor: Dr. Nichole Bogarosh

This course invites you to critically examine the social understandings of gender and the powerful role that gender plays in both our work and personal lives. An emphasis will be place on how gender interacts with women's experiences in and of leadership. We will analyze the history of systemic gender prejudice and gender discrimination and its consequences for women (and men). Moreover, we will discuss both individual and collective strategies for social equality and social change. With the focus on the U.S., this course strongly emphasizes the diversity of gendered experiences due to differences in race and ethnicity, sexuality, age, and physical abilities, etc.

Learning Outcomes:

Upon successful completion of this course, students will be able to:

1. employ interdisciplinary approaches to understanding gender power relations
2. critically self-reflect on the relation between personal experience and social conditions
3. come to an understanding of the intersections of privilege and oppression
4. define key terms, such as sexism, feminism, social construction, and gender
5. develop reflective writing skills

• **Course #4: Leadership from the Soul: Living Your Purpose**

Effective and strategic leadership can be achieved by living one's purpose. This course provides you with opportunities to enhance self-awareness and focus on what matters to you. Understanding identity and values helps inform one's purpose. Students begin by learning about identity formation and completing a personal values assessment designed to help source what is important to them. What's important to you drives effective leadership and decision-making and empowers you as a leader.

Learning Outcomes:

Upon successful completion of this course, students will be able to:

1. Understand the impact of identity in personal and professional life.
2. Articulate how identity and values inform purpose.
3. Leverage personal strengths for professional success.

4. Align strengths with leadership goals.
5. Develop a purpose to impact plan for leadership success.

Course #5 Intentional Leadership: Harnessing the power of values, self-care, & inclusivity
Course Description:

This course deeply explores the connections among inclusivity, work values and self-care. Students are exposed to concepts such as oppression, privilege, and intersectionality, as well as provided an opportunity to intentionally reflect on ways in which these concepts have influenced their careers and leadership style thus far. Students will develop a clear strategy and plan for how to utilize their specific experiences and roles to challenge white-centered professional norms and values in their lives and in their work with colleagues and/or supervisees. Finally, this course will walk students through a multidimensional self-care model that can be integrated into a well-rounded self-preservation strategy that bridges personal goals and professional goals.

Course Learning Outcomes:

Upon successful completion of the course, students will demonstrate the ability to:

1. Assess how personal identities, values, background, biases, and past experiences have shaped one's leadership style.
2. Formulate aspirational work values that can inform a new approach to work and leadership by reflecting on current actions and values
3. Design a multidimensional self-preservation strategy that integrates personal & professional values and draws from relaxation techniques exposed throughout the course.
4. Experiment with stress and burnout prevention strategies presented in this course in a way that is identity-sensitive and in line with personal and professional goals.
5. Examine potential avenues for organizational culture change around white-centered values and ways to affect such change in one's role.