

Management & Leadership

Subtopic	Learning Outcome/Key Elements	Guiding/Essential Questions ("What questions can I ask to ensure I arrive at the intended learning outcome?")
Change Management	<ul style="list-style-type: none"> • Understanding the dynamics of change (pace, degree, stages of acceptance) • Managing risk • Building resilience • Communicating change 	<ul style="list-style-type: none"> • How do people deal with change (change management style)? • How can leaders support planners through periods of change? • How can we build the capacity to absorb change in ourselves and others? • What are some tips and tricks to help people through transition? • How can planners assist the general public in dealing with change?
Generational Dynamics & succession planning	<ul style="list-style-type: none"> • Managing/team building a multi-generational workforce • Rewards and recognition – motivating staff • Building leadership capacity • Building a volunteer base for OPPI • Career advancement/self-advocacy in the public and private sectors 	<ul style="list-style-type: none"> • How does team building translate to effective management? • What are the backgrounds and characteristics of traditional, baby boom, Gen X, and millennial workers? • How can we preserve the knowledge and experiences of planners who are retired or soon to be retired?
Planner as Integrator; reclaiming leadership roles, strategic & critical thinking	<ul style="list-style-type: none"> • Facilitating outreach about the planning profession to Council and the public • Best practices in planning communication tools • Shaping public policy • Being the voice of the planning profession • Building relationships with individuals from other professions 	<ul style="list-style-type: none"> • How can the professional become more aspirational and proactive rather than reactive? • How do planners maintain a general understanding of trends and the various other professions we work with? • How can planners get in the mind-set of individuals from other professions to help build better relations?