

SHIDLER COLLEGE OF BUSINESS
FAMILY BUSINESS CENTER OF HAWAI'I



COURSE CURRICULUM

COHORT #1: MARCH 2, 2020 – JANUARY 2021

Ulu nā Alaka`i
Growing Leaders Program

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DATE	TOPIC	INSTRUCTOR	LOCATION	COURSE OBJECTIVES
Monday, March 2, 2020 9a – 10a	Program Introduction	<ul style="list-style-type: none"> Michelle Moku Sarah Kalicki-Nakamura Myron Nakata 	Webinar	<p>This webinar is designed to acclimate students to the program and all of the tools that will be used throughout the Growing Leaders Program. After this session, the students will:</p> <ul style="list-style-type: none"> Know the requirements of the program. Know how to use the workbook technology and webinar technology used throughout the program. Receive their pre-work for live session #1.
Saturday, March 7, 2020 8:30a – 3:30p	<p>Family Business and Communication (Chapter 1)</p> <p>Understanding Personalities and Behaviors (Chapter 5)</p> <p>Project Planning</p>	<ul style="list-style-type: none"> Marjan Houshmand, Assistant Professor of Management at Shidler College of Business Cindy Sakai, THINK 	Live Session at University of Hawaii Shidler College of Business	<p>Welcome to the world of organizational behavior and why it is important for family business leaders. After this session, the students will:</p> <ul style="list-style-type: none"> Know the importance family firms play in our economy. Discover the unique communication challenges that face family businesses and strategies for communicating more effectively. Learn the connection between family business history and planning for the future. Identify their personal management style through the lens of DiSC®. Learn how to adapt their motivation, delegation and communication strategies to meet the needs of their direct reports.
Tuesday, March 24, 2020 10:00a – 11:30a	Attitudes, Employee Commitment and Job Satisfaction (Chapter 3)	<ul style="list-style-type: none"> Janina Abiles, Proservice 	Webinar	<p>This class examines attitudes, their link to behavior, and how employees' satisfaction or dissatisfaction with their jobs affects the workplace. After this webinar, the student will be able to:</p> <ul style="list-style-type: none"> Summarize the relationship between attitudes and behavior. Identify approaches for measuring job satisfaction. Summarize the main causes of job satisfaction and the impact of job satisfaction at work. Identify key outcomes of job dissatisfaction and what causes job dissatisfaction.

<p>Tuesday, March 31, 2020</p> <p>10:00a – 11:30a</p>	<p>Ethical and Critical Decision Making (Chapter 6)</p>	<ul style="list-style-type: none"> • Julia Ruppel, Hawaiian Electric 	<p>Webinar</p>	<p>The old saying is that “perception is reality” and managers must learn what “reality” their workers are reacting to in order to effectively predict behavior. This chapter examines how perception acts to create an employee’s view of reality and modifies decision making. After this webinar, the student will be able to:</p> <ul style="list-style-type: none"> • Identify decision making structures in organizations. • Describe the impact perceptions have on individual decision making. • Determine what it takes to make ethical decisions. • Lead groups through decision making.
<p>Tuesday, April 14, 2020</p> <p>10:00a – 11:30a</p>	<p>Valuing Diversity (Chapter 2)</p>	<ul style="list-style-type: none"> • Makana Risser Chai, Respectful Workplaces 	<p>Webinar</p>	<p>Create a respectful workspace to increase diversity and inclusion, prevent lawsuits for discrimination and harassment, and avoid becoming the next social media scandal. After this webinar, the student will:</p> <ul style="list-style-type: none"> • Know the difference between Law, Policy, Values. • Know the costs of lawsuits. • Be able to describe values of respectful workspaces • Identify what is diversity in their workplace. • Be aware of systems, procedures, policies ensure diversity • Be able to ensure that recruiting, selection and onboarding practices support a diverse and inclusive environment.
<p>Tuesday, April 28, 2020</p> <p>10:00a – 11:30a</p>	<p>Organizational Culture and Change Chapter 16)</p>	<ul style="list-style-type: none"> • Jeff Berlin, Jeff Berlin Consulting 	<p>Webinar</p>	<p>As an introduction to Organizational Culture, this webinar will help participants answer the following questions: What is organizational culture and why is it important? What is my company’s culture? How to begin changing a culture?</p> <p>After this webinar, the student will be able to:</p> <ul style="list-style-type: none"> • Describe organizational culture and why it is important. • Define their company’s culture. • Determine if the culture of the company’s strategic plan. • Know what actions can be taken if culture needs to shift.

<p>Tuesday, May 12, 2020</p> <p>10:00a – 11:30a</p>	<p>Strategic Workforce Planning (Chapters 8 and 15)</p>	<ul style="list-style-type: none"> • Stanna Abellira, Optimize HR Now 		<p>The volatile, uncertain, complex and ambiguous (VUCA) world that we live in demands that organizations and roles constantly adapt and change. Workforce requirements are continually in flux and must be aligned with evolving business strategies.</p> <p>Forward-thinking leaders must be planful and thoughtful to ensure they are prepared for future workforce needs. After this webinar, the student will:</p> <ul style="list-style-type: none"> • Understand the difference between operational planning and strategic workforce planning • Understand why strategic workforce planning is important for leaders and organizations • Learn how to align your workforce/people strategy with your business strategy <p>Learn tools and tactics that help you build an action plan to address your strategic workforce needs</p>
<p>Saturday, May 23, 2020</p> <p>8:00a – 3:00p</p>	<p>Characteristics of a leader (Chapter 12)</p>	<ul style="list-style-type: none"> • Sarah Kalicki-Nakamura, THINK 	<p>Live Session at University of Hawaii Shidler College of Business</p>	<p>Leaders can make the difference between success and failure. In this chapter, we'll look at the basic approaches to determining what makes an effective leader and what differentiates leaders from non-leaders. After studying this session, the student will be able to:</p> <ul style="list-style-type: none"> • Summarize the conclusions of trait theories of leadership. • Describe the contemporary theories of leadership and their relationship to foundational theories. • Describe how leaders can have a positive impact on their organizations through building trust and mentoring. • Identify the challenges to our understanding of leadership. • Prepare to deploy 360-degree survey
<p>January 2021</p> <p><i>(Exact Date TBD)</i></p>	<p>Graduation</p>	<ul style="list-style-type: none"> • 	<p>Live Session at University of Hawaii Shidler College of Business</p>	<ul style="list-style-type: none"> • Participants report out on the impact the program had on their business and leadership. • Participants are honored for their hard work and dedication.

END OF COURSE CURRICULUM