

Practicing Positive Leadership: Competing Values In Positive Leadership

Developed in Partnership with

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The Competing Values Framework (CVF) emerged over twenty-five years ago during research about organizational effectiveness and organizational culture and has since been validated by numerous studies. The concept of “organizational effectiveness” is deceptively simple to understand. How do we know if one organization is more effective than another? In order to answer this question, it is necessary to consider that not all organizations and organizational leaders will reach a consensus on what it means for their organization to be effective. Furthermore, how do we assess the culture of an organization and know if one organization’s culture differs from that of another organization?

During the course, learners will explore the Competing Values Framework, learn how to conduct assessments using the CVF, and analyze those results to diagnose your future leadership capabilities.

As you complete the Competing Values Framework, you will collaborate with your peers and develop an action plan that creates a culture of positivity, engagement and empowerment.

Learners will:

- Map and evaluate Competing Values Framework assessment results
- Create measurable action plans for performance improvement using the Competing Values Framework
- Identify key actions required for implementing positive leadership practices and surface barriers that impact success

Author



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Course Outline

DAY 1

Competing Values Framework

- Conducting Assessments Using the CVF
- Diagnosing Capabilities
- Mapping & Evaluating

DAY 2

Interpreting Results

- Diagnosing & Changing Organizational Culture
- Reflections on CVF Analysis
- A Summary of the Analysis
- Lessons from the CVF

DAY 3

Application & Improvement Planning

- A Framework for Personal Leadership Improvement
- Personal Leadership Improvement Action Plan
- Positive Leadership Action Plan

DAY 4

Breakout Group Meeting

- A Compelling Future

DAY 5

Interactive Capstone

- Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.