Core Competencies Addressed in this Class:

**Personal and Organizational Integrity**
Use power, authority and influence appropriately to achieve department/office goals

**Leading People**
Describe and manage power, influence and politics in and for your organization at various levels.

**Objective:**
The purpose of this class is to provide participants with an opportunity to evaluate the challenges and opportunities of middle management; to assess their own strategies for building and using power and influence as a middle manager; and to develop personal strategies that will improve their individual and organizational effectiveness.

**Desired Learning Outcomes:**
After participating in this class the participant should be able to:
1. Identify the challenges and opportunities of middle management.
2. Identify your own current bases of power as middle managers, and strategies for changing or strengthening those bases.
3. Identify ways to manage relationships with those over whom you do not have direct authority.
4. Identify ways to manage and inspire your subordinates.
5. Define your role in change leadership.
6. Describe your own influence in creating a positive workplace, and identify personal goals and a leadership philosophy to strengthen that influence.

**Instructor:**
Guion (Guy) VanRensselaer is the Process Improvement Specialist for the City of Madison, Wisconsin. He provides support for the City’s continuous improvement, performance measurement and project management efforts. He has been an instructor for the University of Wisconsin’s Certified Public Manager program for over 20 years, and also provides consulting services to public and not-for-profit organizations statewide.