

AALP Learning Objectives

Learning Objectives
1. Demonstrate the critical leadership skills that will inspire and motivate followers to achieve extraordinary results.
2. Build a complete understanding of their own preferences in terms of personality and ways of working and understand the value difference when working with others.
3. Understand the need to respect all aspects of diversity when working with other individuals and groups.
4. Demonstrate the ability to communicate effectively in oral and written forms, with individuals and groups.
5. Demonstrate strong management skills including managing for performance, coaching, team development and change leadership.
6. Articulate the current issues in the areas of Agri-Food systems, related policy aspects, and rural communities.

See next page for competencies

AALP Competencies

Topics	Learning Objectives At the end of the program, learners will be able to:
Learning Community	<ol style="list-style-type: none"> 1. Recognize the elements of an environment conducive to learning 2. Define personal learning goals 3. Build a strong and collaborative learning community 4. Recognize the importance of a life-long learning approach
Leadership	<ol style="list-style-type: none"> 5. Articulate their personal values, vision and brand 6. Create shared vision among team members 7. Build and sustain a culture of innovation 8. Develop the skills of others 9. Provide positive feedback and encouragement 10. Incorporate 360 leadership feedback into leadership learning and a development plan
Self-Awareness	<ol style="list-style-type: none"> 11. Understand their own personality preferences, strengths and stressors 12. Value the diversity of styles when working with others 13. Understand their natural communication and decision-making styles 14. Utilize an understanding of what drives them to take action and how they can best deploy their mental energy to execute on tasks 15. Explain what 'hidden biases and barriers' are and identify their own so that they can reach their leadership potential
Diversity	<ol style="list-style-type: none"> 16. Understand cultural dimensions including religion, culture and gender norms 17. Recognize own assumptions and unconscious bias 18. Adapt behaviour to act appropriately and respectfully
Communicating with Others	<ol style="list-style-type: none"> 19. Use a framework to modify how they communicate with people depending on their personality preferences 20. Demonstrate an ability to create a clear understanding of what they expect from others and to manage those expectations 21. Prepare and deliver constructive feedback statements 22. Speak in front of groups with competence 23. Use strong media relations skills 24. Use strong marketing and promotion skills
Managing Conflict	<ol style="list-style-type: none"> 25. Recognize the role of conflict in teamwork 26. Understand their own conflict preferences 27. Apply conflict management strategies to ensure effective outcomes 28. Gather information to formulate and validate actions 29. Negotiate effectively to achieve desired outcomes
Organization & Management	<ol style="list-style-type: none"> 30. Apply coaching skills to help develop others 31. Use performance management to develop individuals 32. Understand how to develop an effective team
Agri-Food System	<ol style="list-style-type: none"> 33. Articulate current issues in agri-food 34. Identify key stakeholders and influencers related to each key issue
Ag and Food Policy	<ol style="list-style-type: none"> 35. Explain the role of each level of government in ag and food policy 36. Explain the roles of the major farm organizations
Rural Communities	<ol style="list-style-type: none"> 37. Articulate the current issues in rural communities
Social Issues	<ol style="list-style-type: none"> 38. Articulate the current social issues facing rural communities and agriculture