

SUPERVISION & LEADERSHIP DEVL P (196)

Information provided includes course descriptions by subject only. For complete 2022-2023 programs/academic plans, please refer to Academic Programs (<http://catalog.blackhawk.edu/academics/>).

196-100 Supervision: Applying Human Resource Procedures **Credits:** 0.05-1

This course introduces the basics of managing people. Learners will understand how attitude plays a significant role in creating a supportive work environment. Other topics include building trust, motivating and empowering employees to promote retention, and improving work relations through support and asking the right questions. Training and assessing employee understanding of the work processes and procedures is studied along with creating solid goals and expectations to promote employee success.

Aid Code: 10 - undefined.

Complete Course Listing

196-101 Principles of Supervision **Credits:** 1-3

This course as designed to give the student an overview of such supervisory skills as leadership and interpersonal skills, motivation communications, decision-making and training at the first-line supervision level. The duties and responsibilities of supervisors, the rule of supervisors, the role of supervision in an organization and making the transition to supervision are also included.

Aid Code: 10 - undefined.

Complete Course Listing

196-102 Employee Training and Development **Credits:** 1-3

This course explains the fundamentals of training and development coordination. It includes terminology, levels of learning, matching training providers with organization needs, organizing materials and environments to maximize learning, measuring completion of objectives, and communication with employees. Students analyze local organizations to determine both training needs and the most appropriate training methodologies, in order to solve common business problems. Teams of students develop training plans, create a sample lesson plan, and present the lesson to the class.

Aid Code: 10 - undefined.

Complete Course Listing

196-103 Employment Law **Credits:** 1-3

Introduces and explores legal issues concerning employment and their effect on the workplace. Through in-depth case analyses, oral presentations, and debates, students learn about the intricacies of federal and Wisconsin equal employment opportunity laws. Topics include legislation and Supreme Court decisions related to civil rights, age discrimination, disabilities, pay equity, affirmative action, etc.

Aid Code: 10 - undefined.

Complete Course Listing

196-108 Health, Safety and Security **Credits:** 1-3

The importance of workplace safety for the worker, the employer and the community is emphasized. Students review the various safety and health issues affecting today's business organizations and workplaces. OSHA regulations play a key role in understanding compliance issues. Teams of students conduct research on a specific safety topic and conduct a safety presentation based on their research.

Aid Code: 10 - undefined.

Complete Course Listing

196-109 Followership **Credits:** 1-3

This course examines the multiple roles followers play in their relationship to leaders and the organization and explores the practices that promote positive followership; and the part that followers have in setting the standards and formulating organizational culture.

Aid Code: 10 - undefined.

Complete Course Listing

196-110 Leadership and Change **Credits:** 1-3

In today's face-paced world, simply managing change is insufficient. Successful change requires leadership. The emphasis of this course is the study and application of a comprehensive change framework that can be followed by organizational leaders at all levels. Topics include creating a vision for change, developing employees to implement change, the risk of change, eliminating barriers to change and sustaining the change.

Aid Code: 10 - undefined.

Complete Course Listing

196-111 Project Management for Supervisors

Credits: 1-3

Learners will recognize the role of projects and the importance of project management in the current business environment. Learners will develop successful proposals, plan, schedule, and budget a project. Learner will use computer software to assist them in controlling the progress of the project. Learner will acknowledge firsthand the importance of people skills in managing a project.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-112 Applications of Technology

Credits: 1-3

This course focuses on the utilization of multimedia to design, develop, and deliver, effective presentations to the work environment. The role of a leader in the advocacy for technology innovation will be applied to various situations.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-113 Evolution of Management

Credits: 1-3

A comprehensive understanding of the origin and development of ideas in management is necessary to move the practice forward. This course traces the evolution of management thought from its earliest days to the present, by examining the backgrounds, ideas and influences of its major contributors within a historical context.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-114 Fundamentals of Budget Analysis

Credits: 1-3

The learner analyzes the fiscal components of a business by evaluating financial statements and annual reports that are relevant to the supervisor and decision-making. Each learner will evaluate and review ratios, trends, and develop a budget, and monitor the results. This course is a practical hands-on approach to interpreting accounting and financial reports as a non-accountant.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-115 Compensation and Benefits

Credits: 1-3

This course focuses on the compensation and benefit elements that make up total compensation. This course covers base pay, merit pay and variable pay programs and examines such benefits as government regulation, group welfare plans, pension plans and flexible benefit plans. Students learn to apply the principles of compensation management to maintain an organization's competitive advantage while complying with state and federal law. Topics include job analysis, descriptions, and evaluation; pay and benefits surveys; budgeting as related to compensation; and comparable worth issues. The course promotes an understanding of mandated and discretionary employee benefits. It will focus on the major categories of benefits, including planning and administration, compliance with regulations, insurance, retirement plans, paid time off from work, accommodation and enhancement benefits. The students will participate in a variety of activities in which they will investigate current benefits programs, design or modify benefits programs to reflect today's work environment, and administer benefits thought simulations and role playing. As a major team project, students complete a simulation to design a complete compensation and benefits program.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-116 Staffing Organizations

Credits: 1-3

Learners will focus on recruitment, selection, orientation and hiring practices. This course examines what today's workforce expects and how to efficiently use the recruitment budget. All steps of the hiring process are reviewed. This material supplements the legal aspects of the employment process. Students develop the tools necessary for interviewing individuals in a variety of settings. Through hands on projects students practice their skills by completing probing, survey, recruitment, employment, and performance interviews.

Aid Code: 10 - undefined.

Co-requisites: 196-193

[Complete Course Listing](#)

196-118 Human Resource Information Systems

Credits: 1-3

Learners will cover the fundamentals of human resource record-keeping. Topics include organizing records, federal and state retention requirements, documentation, employee access to records, privacy issues, and developing policies. Students learn to use the integrated human resource information components of a relational database (such as Access or PeopleAdmin) to perform human resource database tasks related to administration, performance management, compensation, recruitment, and more. In a series of exercises, students process the HR information related to groups of employees as these employees move through the application selection, promotion, retention and retirement phases of employment.

Aid Code: 10 - undefined.

Pre-requisites: 103-106

[Complete Course Listing](#)

196-119 Labor and Employee Relations**Credits:** 1-3

Students author contract proposals, negotiate changes to an existing labor agreement, and administer specific labor contract language. Through discussion and case analyses, students learn the legal requirements and restriction for labor and management. Topics include the legalities of union certification and decertification, negotiation and administration of labor agreements, strikes, lockouts, mediation, and arbitration. Enhances the ability to understand and develop employee-focused programs, policies and procedures such as company orientation, formal and informal communications, employee recognition programs and community relations, complaint investigation and resolution, and disciplinary procedures.

Aid Code: 10 - undefined.

Complete Course Listing

196-128 Leadership Internship**Credits:** 1-3

Students further develop their knowledge and skills by working with professionals to complete projects for area organizations. Evaluation of students' work will be heavily influenced by the satisfaction expressed by representatives of the organizations served.

Aid Code: 10 - undefined.**Pre-requisites:** Need Dean Approval/Chair Apprv

Complete Course Listing

196-137 Payroll Administration**Credits:** 1-3

This course provides you with a framework and the knowledge of administering a payroll system within the context of a business. An overview of interpreting financial statements and preparing budgets is included. The topics covered include the following: maintaining payroll records; salaried, hourly, commission, piecework, and contract workers; taxable benefits; statutory and other deductions; preparation of payroll journal entries; preparation of record of employment; preparation of W2s, W4s, and W2 Summary; workers' compensation; employment standards; pay equity; computerized payroll using both a personal computer database and using an outside payroll service.

Aid Code: 10 - undefined.**Pre-requisites:** 196-115

Complete Course Listing

196-138 Human Resource Practicum**Credits:** 1-3

Students further develop their HR knowledge and skills by working with HR professionals to complete human resource projects for area organizations. Teams of students are provided actual problems or projects from local organizations. Evaluation of student's work will be heavily influenced by the satisfaction expressed by representatives of the organizations served.

Aid Code: 10 - undefined.**Pre-requisites:** (196-102) and (196-115) and (196-116) and (196-193)

Complete Course Listing

196-139 Introduction to Global Human Resource**Credits:** 1-3

In this course, students will examine human capital in a global business environment. The topics cover major cultural difference in values and attitudes which may affect international HRM effectiveness, global staffing international compensation, employee relations, labor law, and encourage students to identify the future issues of international HRM of their organizations.

Aid Code: 10 - undefined.**Pre-requisites:** 196-193

Complete Course Listing

196-140 Supervision: Control Process and Leadership Skills**Credits:** 0.05-1

Learners will determine how to increase personal productivity every day, and how to get the most productivity from the team while maintaining quality and employee well-being. Topics include planning and preparation for the day, goal-setting, time management, delegating work, eliminating distractions, taking breaks, and more, to attain productivity and quality goals. Learners will determine how to identify, measure, and influence successful outcomes of individual productivity as well as department productivity.

Aid Code: 10 - undefined.

Complete Course Listing

196-152 Talent Management**Credits:** 1-3

This course focuses on improvement or correction of employee performance. Methods will be practiced concerning performance evaluation, coaching skills, career counseling, termination, facilitating change in work procedures and job design and managing the conflict that often results from change. Students will obtain a better understanding of how to clearly communicate performance expectations to an employee while maintaining dignity in the process.

Aid Code: 10 - undefined.

Complete Course Listing

196-153 Supervision: Improving Performance and Discipline**Credits:** 0.05-1

Learners will learn how to deal with difficult employees while maintaining composure. Learners will determine the difference between counseling and correcting employees along with effective methods for each.

Learners will understand accountability for themselves and the employees who report to them. Discussions provide understanding of the employee evaluation process and the discipline process. Focus is "When a supervisor does a good job of leading, problem-solving, communicating, and motivating, MOST employees will perform well."

Aid Code: 10 - undefined.

Complete Course Listing

196-155 Leadership 2

Credits: 0.05-1

Learners will review the anatomy of a conflict and complete a self-test to determine their conflict management style to improve performance. Learners study how emotions escalate a conflict situation and how to manage emotions to prevent further conflicts including how to have difficult conversations with employees. Learners will understand how change and change management plays a significant role in effective leadership. Recognizing that effective change requires a holistic view of the team, or organization, learners will explore an 8-step process for leading change in the workplace.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-156 Leadership 3

Credits: 0.05-1

Learners explore the characteristics of effective and influential leadership that encourages rather than discourages. Many topics will be studied such as personal branding, communication, and approachability. Learners will develop a strong understanding of how image (words and behavior) affects professional presence, personal reputation, and company brand. Focus in this course is on leadership roles, empowering employees, and recognizing employees for their good work and positive contributions. Learners will determine how to set-up performance expectations, and how the role of empowerment motivates employees to achieve company goals.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-157 Essentials of Quality: Quality Management Basics

Credits: 0.05-1

In this first course, learners examine the role of the supervisor in assisting an organization to produce a quality product and/or service. Learners are introduced to Total Quality Management concepts and tools needed in the workplace to stay competitive.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-158 Essentials of Quality: Quality Data Assessment

Credits: 0.05-1

In this second course, learners begin to develop a personal philosophy of quality, identifying stakeholder relationships, and determining how to meet/exceed customer expectations. Learners will begin to evaluate process weaknesses to select specific time based improvement techniques.

Aid Code: 10 - undefined.

Co-requisites: (196-157)

[Complete Course Listing](#)

196-159 Essentials of Quality: Lean Tools

Credits: 0.05-1

In this third course, learners will map and evaluate processes, looking for areas of improvement by reducing internal time and effort, reducing opportunities for defects, and areas that will increase overall customer satisfaction.

Aid Code: 10 - undefined.

Co-requisites: (196-158)

[Complete Course Listing](#)

196-161 Team Building: Communicating and Building Cohesiveness

Credits: 0.05-1

Learners explore the components of an effective team environment. Individual roles within the team and team problem-solving are examined and applied. The role of effective communications and its importance to team success is introduced. Learners will understand how to recognize and manage the stages of team development by focusing on team goals, and how to encourage and honor the strengths of each individual and the contributions to team success. Emphasis is placed on how an inviting, kind, and encouraging workplace culture can engage and retain employees. Focus is on individual strengths, meeting individual needs for success, and team focus on goals and expectations.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-162 Team Building: Motivation Tactics

Credits: 0.05-1

Learners will explore several motivation theories in this course including to influence workers to become more productive or perform at higher levels of quality. Learners will determine how to influence employees by helping to set SMART goals, by using energizing techniques, and by rewarding the positive behavior desired in the workplace. Learners understand how behavior as a leader can truly motivate the team on a daily basis. In addition, learners will gain knowledge in how to set goals with "SPIRIT" in order to guide employees through annual professional development planning; explore an effective format for interviewing employees during performance reviews; and, how to develop probing questions to encourage the employee to take an active role in the discussions on job performance.

Aid Code: 10 - undefined.

[Complete Course Listing](#)

196-163 Team Building: Inclusion and Engagement**Credits:** 0.05-1

Learners will understand how to take a team from good to great by effectively engaging them in their work on a daily basis. This course provides insight on how to encourage the heart of every employee to feel belonging in the work community through friendly interaction, constructive conflict, and creative problem solving. Employee engagement leads to long-term retention, so this course is critical in understanding how to prevent employee turn-over. Learners will understand how Emotional Intelligence (maturity) plays a significant role in how we manage our emotions in connection with the people we work with. Learners will explore ways to better understand human emotions, keep them in control, and work effectively to move forward productively.

Aid Code: 10 - undefined.

Complete Course Listing

196-164 Leadership Practicum**Credits:** 0.5-1

Learners will obtain a practicum with area business leaders in order to job shadow for two to three hours per week. Learners will observe and document how working professionals manage their responsibilities, and handle the day-to-day issues of the workplace. Learners may perform tasks while under the supervision of the leaders and provide weekly reports tying the experiences to the Organizational Leadership Program topics.

Aid Code: 10 - undefined.**Pre-requisites:** (196-100) and (196-140) and (196-153) and (196-157) and (196-158) and (196-161) and (196-162) and (196-190) and (116-168)**Co-requisites:** (196-159) and (196-163) and (116-102)

Complete Course Listing

196-168 Organizational Development**Credits:** 1-3

This course introduces the Human Resources student to the different motivational mechanics that affect individuals, teams and organizations. Focus is placed on understanding individual differences and how they are manifested within an organization. Students will practice methods to improve communication and managing conflicts that occur at different levels within an organization.

Aid Code: 10 - undefined.

Complete Course Listing

196-190 Leadership Development**Credits:** 1-3

Learners are introduced to leadership theories and practices. The roles of management vs. leadership are explored with a focus on proactive leadership. Other topics include: conflict management style and dealing with conflict; adapting leadership styles to different situations; difficult conversations with employees; change management; and motivating employees to achieve company goals. The importance and value of diversity will be emphasized.

Aid Code: 10 - undefined.

Complete Course Listing

196-191 Supervisor as Leader**Credits:** 1-3

As Organizations reduce management levels, the frontline supervisor will become a major component in effective delivery of products and services maximizing organizational results. This course is designed to help participants identify and develop personal leadership style and the skills necessary to effectively lead the work of others within the structure of an organization. Emphasis is placed on leading teams, communication and decision-making, managing conflict, supporting innovative thinking, influencing organizational culture, employee development, performance management and related topics that affect the leaders' role in the organization.

Aid Code: 10 - undefined.

Complete Course Listing

196-192 Managing For Quality**Credits:** 1-3

Examines the role of the supervisor in assisting an organization to produce a quality product or service. The meaning and benefits of quality, the cost of quality systems, how to interact with customers, and data collection tools for continuous improvement will be explored.

Aid Code: 10 - undefined.

Complete Course Listing

196-193 Human Resource Management**Credits:** 1-3

Establishes a foundation for development of employee effectiveness by focusing on the supervisor's role in understanding, communicating, and implementing organizational policies. Focus is placed on: employee hiring; orientation and training; performance management; motivating employees and related topics that affect the supervisor's work group.

Aid Code: 10 - undefined.

Complete Course Listing

196-199 Warehouse Worker Safety**Credits:** 3

Students will learn and demonstrate workplace practices that enable the safe movement of employees, equipment and materials. The course will focus on protective equipment (PPE), OSHA work standards, hazardous material handling, forklift safety and commercial driver guidelines.

Aid Code: 10 - undefined.

Complete Course Listing

196-401 AIB Intro To Supervision**Credits:** 0.1-4.5**Aid Code:** 47 - undefined.

Complete Course Listing

196-402 Time Management**Credits:** 0.1-3**Aid Code:** 47 - undefined.

Complete Course Listing

196-403 Effective Meeting Management

Credits: .05

This course will provide a broad overview of HR Leadership related topics such as key employment law, workplace harassment, interviewing techniques, and sourcing.

Aid Code: 47 - undefined.

Complete Course Listing

196-404 Succession Planning&Retention

Credits: 0.05-4

This course will provide participants with the necessary steps to conduct a targeted Risk Analysis and build a relevant Succession Plan. As a result of applying the tools covered in this course, business leaders should be able to reduce the impact turnover will have on the organization. This course offers tools that leaders can take with them and apply on the job the next day.

Aid Code: 47 - undefined.

Complete Course Listing

196-405 Level 1 Leadership 3

Credits: .3

This 3-hour course will provide beginning leadership training for 3 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-406 AIB Supervision

Credits: 0.1-4.5

Aid Code: 47 - undefined.

Complete Course Listing

196-407 Leadership Level 1-4

Credits: .4

This 4-hour course will provide beginning leadership training for 4 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-408 Level 1 Leadership - 6

Credits: .6

This 6-hour course will provide beginning leadership training for 6 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-409 Level 1 Leadership - 8

Credits: .8

This 8-hour course will provide beginning leadership training for 8 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-410 Level 1 Leadership - 9

Credits: .9

This 9-hour course will provide beginning leadership training for 9 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-411 Level 1 Leadership - 12

Credits: 1.2

This 12-hour course will provide beginning leadership training for 12 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-412 Level 1 Leadership - 15

Credits: 1.5

This 15-hour course will provide beginning leadership training for 15 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-414 Supervisory Techniques

Credits: 0.1-3

Aid Code: 47 - undefined.

Complete Course Listing

196-415 Level 1 Leadership -18

Credits: 1.8

This 18-hour course will provide beginning leadership training for 18 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-416 Level 1 Leadership -20

Credits: 2

This 20-hour course will provide beginning leadership training for 20 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-417 Level 1 Leadership - 21

Credits: 2.1

This 21-hour course will provide beginning leadership training for 21 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-418 Level 1 Leadership - 24**Credits:** 2.4

This 24-hour course will provide beginning leadership training for 24 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-419 Level 1 Leadership - 27**Credits:** 2.7

This 27-hour course will provide beginning leadership training for 27 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-420 LDRSHP/DEV Frontline Leadrshp**Credits:** 0.1-4**Aid Code:** 47 - undefined.

Complete Course Listing

196-421 Ldrshp/Dev Interpersonal Skill**Credits:** 0.1-3**Aid Code:** 47 - undefined.

Complete Course Listing

196-422 Ldrshp/Dev Ind Performance**Credits:** 0.1-4**Aid Code:** 47 - undefined.

Complete Course Listing

196-423 Ldrshp/Dev Team Performance**Credits:** 0.1-4**Aid Code:** 47 - undefined.

Complete Course Listing

196-424 Ldrshp/Making Orgniznal Impact**Credits:** 0.1-3**Aid Code:** 47 - undefined.

Complete Course Listing

196-425 Ldrshp/Managing Chg&Innovation**Credits:** 0.1-3**Aid Code:** 47 - undefined.

Complete Course Listing

196-427 Leadership/Problem Solving**Credits:** 0.1-3**Aid Code:** 47 - undefined.

Complete Course Listing

196-428 Level 1 Leadership -28**Credits:** 2.8

This 28-hour course will provide beginning leadership training for 28 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-429 Level 1 Leadership - 30**Credits:** 3

This 30-hour course will provide beginning leadership training for 30 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-430 Level 1 Leadership - 32**Credits:** 3.2

This 32-hour course will provide beginning leadership training for 32 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-431 Level 1 Leadership - 33**Credits:** 3.3

This 33-hour course will provide beginning leadership training for 33 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-432 Level 1 Leadership - 36**Credits:** 3.6

This 36-hour course will provide beginning leadership training for 36 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-433 Level 1 Leadership - 39**Credits:** 3.9

This 39-hour course will provide beginning leadership training for 39 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-434 Level 1 Leadership - 40**Credits:** 4

This 40-hour course will provide beginning leadership training for 40 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-435 Level 1 Leadership for 3 hours
Credits: .1

This 3 hour course will provide intermediate leadership training for 3 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-436 Level 2 Leadership - 4
Credits: .4

This course will provide intermediate leadership training for 4 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-437 Level 2 Leadership for 6 hours
Credits: .15

This course will provide intermediate leadership training for 6 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-438 Level 2 Leadership - 8
Credits: .8

Aid Code: 47 - undefined.

Complete Course Listing

196-439 Level 2 Leadership for 9 hours
Credits: .25

This course will provide intermediate leadership training for 9 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-440 Level 2 Leadership for 12 hour
Credits: .3

This course will provide intermediate leadership training for 12 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-441 Level 2 Leadership for 15 hour
Credits: .4

This course will provide intermediate leadership training for 15 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-442 Level2 leadership for 16 hours
Credits: .4

This course will provide intermediate leadership training for 16 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-443 Leve2 Leadership 18
Credits: .45

This course will provide intermediate leadership training for 18 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-444 Level2 Leadership - 20
Credits: .5

This course will provide intermediate leadership training for 20 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-445 Level 2 Leadership - 21 hours
Credits: .55

This course will provide intermediate leadership training for 21 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-446 Level 2 Leadership - 24
Credits: .6

This course will provide intermediate leadership training for 24 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-447 Level 2 Leadership - 27
Credits: .7

This course will provide intermediate leadership training for 27 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-448 Level 2 Leadership - 28
Credits: .7

This course will provide intermediate leadership training for 28 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-449 Level 2 Leadership - 30
Credits: .75

This course will provide intermediate leadership training for 30 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-450 Level 2 Leadership - 32
Credits: .8

This course will provide intermediate leadership training for 32 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-451 Level 2 Leadership - 33**Credits:** .85

This course will provide intermediate leadership training for 33 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-452 Level 2 Leadership - 36**Credits:** .9

This course will provide intermediate leadership training for 36 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-453 Level 2 Leadership - 39**Credits:** 1

This course will provide intermediate leadership training for 39 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-454 Level 2 Leadership - 40**Credits:** 1

This course will provide intermediate leadership training for 40 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-455 Supervisory Training**Credits:** 0.1-4**Aid Code:** 47 - undefined.

Complete Course Listing

196-456 Level 3 Leadership - 3**Credits:** .3

This course will provide leadership training for 3 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-457 Workplace Communications**Credits:** 0.1-2**Aid Code:** 47 - undefined.

Complete Course Listing

196-458 Level 3 Leadership - 4**Credits:** .4

This 4-hour course will provide advanced leadership training for 4 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-459 Level 3 Leadership for 6 hours**Credits:** .6

This course will provide advanced leadership training for 6 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-460 Quality Assurance**Credits:** 0.1-3**Aid Code:** 47 - undefined.

Complete Course Listing

196-461 Introduction to Lean for Leaders**Credits:** 0.05-2.4

This 8-hour course will provide advanced leadership training for 8 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-462 Level 3 Leadership -9**Credits:** .9

This course will provide advanced leadership training for 9 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-463 Level 3 Leadership for 12 hour**Credits:** .12

This course will provide advanced leadership training for 12 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-464 Level 3 Leadership - 15**Credits:** 1.5

Complete Course Listing

196-465 Level 3 Leadership - 16**Credits:** 1.6

This course will provide advanced leadership training for 16 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-466 Level 3 Leadership - 18**Credits:** .18

This course will provide advanced leadership training for 18 hours.

Aid Code: 47 - undefined.

Complete Course Listing

196-467 Level 3 Leadership for 2 hours
Credits: 2

This course will provide advanced leadership training for 20 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-468 Level 3 Leadership - 21
Credits: 2.1

This course will provide advanced leadership training for 21 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-469 Level 3 Leadership - 24
Credits: 2.4

This course will provide advanced leadership training for 24 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-471 Level 3 Leadership - 28
Credits: 2.8

This course will provide advanced leadership training for 28 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-472 Level 3 Leadership - 30
Credits: 3

This course will provide advanced leadership training for 30 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-473 Level 3 Leadership - 32
Credits: 3.2

This course will provide advanced leadership training for 32 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-474 Level 3 Leadership -33
Credits: 3.3

This course will provide advanced leadership training for 33 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-475 Level 3 Leadership - 36
Credits: 3.6

This course will provide advanced leadership training for 36 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-476 Level 3 Leadership - 39
Credits: 3.9

This course will provide advanced leadership training for 39 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-477 Level 3 Leadership - 40
Credits: 4

This course will provide advanced leadership training for 40 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-478 Level 1 Leadership - 35
Credits: 3.5

This 35-hour course will provide beginning leadership training for 35 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-480 Level 3 Leadership -27
Credits: 2.7

This course will provide advanced leadership training for 27 hours.
Aid Code: 47 - undefined.

Complete Course Listing

196-491 I.I.A. Insurance
Credits: 0.1-2.6

Aid Code: 47 - undefined.

Complete Course Listing

196-496 Train-the-Trainer Series
Credits: 0.05-4.8

Course will include the basics of the learning cycle along with adult learning methods for trainers. Participants will learn how to develop a training needs analysis as well as develop on onboarding/orientation to aid in retention of new employees.

Aid Code: 47 - undefined.

Complete Course Listing