

## Who we are

At **EEC Solutions**, we offer defense and security consulting and training based on years of military leadership, training, planning, and decision-making experience, but customized to the business sector. Our defense and security division has a large network of professionals providing quality and innovative solutions tailored to our customers' needs. We also offer strategic planning and engagement products with the ability to develop and execute professional seminars and conferences.

## Our strategy

We tailor our offerings to your needs by partnering with a variety of business, academic and consulting resources.

## Contact Us

EEC Solutions

Tel. (863) 353-9749

Fax. (863) 353-9749

[support@dbaeecsolutions.com](mailto:support@dbaeecsolutions.com)

<https://www.dbaeecsolutions.com>

# Leadership Development Solutions



**EEC  
Solutions**

WE HAVE THE ANSWER



**EEC  
Solutions**

WE HAVE THE ANSWER

## Why leadership development is crucial to good business?

Leadership development has become a key strategic issue for contemporary organizations. Organizations without a properly structured leadership development processes compete in the marketplace at their own peril. The leadership field is constantly evolving with new insights and discoveries that can benefit the development of your organization's leaders.

## Let us assess your needs and suggest a leadership development process for your organization

Successful leadership is not only about quality of training content: it's about establishing development processes and integrating leadership learning into the work environment.

## Our Products & Services

### Tailored modules



Once we establish contact, we conduct a review of your needs and tailor the training content to your organization's needs, culture, and strategic goals.

### Latest Developments



Training modules are constantly updated to reflect the latest developments, theories and models of leadership and organizational behavior.

### Graduate level content



Our instructors are content experts in the leadership field and have significant experiences at senior level positions in a variety of successful business, government and non-profit organizations.

# Overview of training modules

**Fundamentals of Leadership.** This module is designed to build upon fundamental leadership theory and further explore historical and contemporary leadership theories, models and perspectives within a variety of contexts. Through dynamic interactions between the instructor, participants and other experiences, each participant develops a more complete and holistic philosophical and theoretical leadership framework that supports their personal leadership styles.

**Leading Organizational Change.** The objective of this module is to enable participants to understand the implications of their behaviors in shaping climate and culture of an organization. This module is designed to heighten understanding of the influence of personal character and executive responsibilities upon key cultural values, such as creativity, innovation, motivation, group dynamics, change, conflict management and diversity in the workplace.

---

*“Competent leaders are also constant learners.”*

*Alex Morales-Hernandez  
President/CEO  
EEC Solutions*

---

## Globalization and Leadership

This module is an exploration analysis and evaluation of comparative approaches to leading and managing complex organizations from an international perspective. Investigation of comparative societal cultures, norms and systems in other developed and developing nations. Evaluation of implications of differing societal cultures and social systems for organizational behavior at the institutional, organizational and individual levels of analysis.

**Effective Leader Communications.** This module presents communication as a multidimensional discipline, and explains how effective executive communication as a dynamic integration of science and art. This course is designed to equip leaders with actionable insights, techniques, and the opportunity to apply the elements of business communications in order to strategically communicate their ideas to influence peers and subordinates.

## Leadership and Strategic Communications.

This module examines the role of communication in effective leadership and provides strategies for increasing communication effectiveness. Topics include different communication styles, negotiation strategies, media management, crisis management, electronic communication, and managing interpersonal conflict in organizations.

## Professional Development in Leadership.

Participants identify their own leadership styles, their strengths and weaknesses. Further, they evaluate a wide range of leadership styles against different organizational contexts and create a plan to develop their own leadership competencies, as well as leadership competencies of their employees.

## Team Leadership.

This module focuses on a variety of concepts and practices associated with developing and managing an effective team. Different approaches to management, motivation, and performance are addressed, along with barriers to effective team efforts. Participants identify current challenges and issues confronting leaders in organizations and apply positive team management strategies in a range of organizational settings.

## Leadership and Technology.

This module will focus on the role that technology and its continued advancement plays in organizational life, from an employee perspective to a client perspective to a leadership perspective. It is not the intent of this module to make the leader a technology expert, but rather to heighten the leader's awareness of technology's ongoing impact on the workplace.

## Leading Organizational Change

This module focuses on concepts, models, and strategies for leading and managing change initiatives in organizational settings. The module examines principles of ethics and their application to decision-making and value-based leadership in times of change. Special consideration is given to the recognition of human diversity and strategies that empower both individuals and the organization. Students explore resistance to change, challenges in facilitating change, and the role of both the leader and the follower in the change process.

## Emerging Theories of Leadership

This module examines current theories regarding leadership. Topics will include an examination of ethical leadership and the various emerging theories of leadership and leadership development.

## Leadership Ethics

This module focuses on the role of leaders in setting and maintaining an ethical stance in an organization. It discusses recent examples of both good and bad ethical decisions and their implications. It also explores the types of ethical dilemmas that will face organizations in the future and the leader's role in managing them.

## Leading with Workplace Diversity and Inclusion

This module addresses the changing nature of the workforce from the perspective of global shifts in demographic, racial and ethnic diversity in the workplace, and a multi-generational workforce. This module seeks to broaden the leader's perspective on the value of a diverse and inclusions as a competitive advantage.

## Conflict Management for Leaders

This module offers an advanced study of theoretical models behind conflict management needed to effectively lead organizations and influence a positive organizational culture and enhance organizational processes. Participants engage in critical analysis of models and scenarios reflecting the importance of communication, interpersonal skills, bargaining and negotiation, and creating a culture that facilitates effective conflict management.

## Inter-organizational Leadership

This module discusses issues related to the design of effective organizational structures, process and control systems in contemporary and future complex organizations. Domains of inquiry include strategic assessment, goal formulation; design of organizational processes to attain desired performance; and measurement, analysis and evaluation of organizational performance outcomes. Emphasis on application of contemporary theory, methods and techniques to improve organizational outcomes.

## Leadership and Organizational Strategy

Leadership scholars widely agree that the role of leadership in the enterprise environment has dramatically changed over the last decade due to increased globalization, volatility leading to high uncertainty, and the introduction of disruptive innovation. This module is designed to help participants understand how leadership has changed, and to provide knowledge of the strategies, skills, and tools required by leaders to meet today's challenges.

## Research Methods in Leadership

This module focuses on the exploration of theoretical and empirical concepts of research design and analysis for the field of leadership. Through the study of qualitative, quantitative, and mixed methodologies, students learn to identify and interpret quality research. Students explore current and emergent research in their area of interest and fully analyze this research. Specific focus is placed on scholarly writing and communication and developing critical analysis and thinking skills enabling students to become good consumers of social science research.

## Reflective Practice and Competency Development

This module provides participants with the opportunity to explore and engage in reflective practice and critical reflection relative to learning and leadership. Participants will have the opportunity to reflect on their own learning and leadership experience and practice utilizing the module, the theoretical literature, peer input, and their own formal reflections as resources. The module is an exploration of the meaning and application of critical reflection and critical thinking to our experiences as active participants in the learning and leadership process.