Program Overview

This 5-day program offers participants an opportunity to gain leadership and personal effectiveness skills, reflect on career and personal goals, and connect with colleagues from multiple institutions. Case-based and experiential learning help faculty shape their future by enhancing self-awareness about personal style and its impact in the academic environment. Participants will apply their experience and knowledge to situations consistent with challenges in academic institutions today. A colleague feedback activity begins during the program and continues with a formal 360 degree feedback process followed by three personal coaching sessions to review feedback data and integrate it with each individual’s personal development plan.
**Introduction**

*This program is designed to help faculty shape their future by facilitating self-awareness, enhancing motivation, developing leadership skills, and providing tools to navigate the changing higher education context.*

**Learning outcomes:**

1. Increase self-awareness of participants about leadership style, attitudes, skills and impact on others;

2. Improve communication and relationship-building skills for: engaging and motivating others; building trust; establishing organizational culture; setting direction; giving and receiving feedback; and resolving conflict;

3. Motivate fresh thinking about developing and leading projects and people in complex organizations;

4. Develop and practice a methodology for leading, sponsoring and supporting change;

5. Design and execute an individualized learning and action plan.

**DAY 1: LEADERSHIP AND SETTINGS**

- Introductions and Objectives
- Building Social Capital
- Leadership Challenges in Higher Education
- Developing a Leadership Model
- Action Learning: A Leadership Experience
- Understanding Leadership Archetypes

**DAY 2: PERSONALITY, LEADERSHIP STYLE AND GROUP DEVELOPMENT**

- One System for Exploring Self and Others: the Myers Briggs Type Indicator (MBTI)
- Group Development Model
- Groups, Teams and Coalitions
- Action Learning: Small Team
- Case Study: Organizational Analysis

**DAY 3: INTERPERSONAL EFFECTIVENESS—Managing Conflict**

- Importance of Conflict Management in Leaders’ Success
- Role of Emotions in Conflict Management
- An Approach to Address Emotional and Rational Aspects of Conflict
- Live Case Studies: Practice Having Challenging Conversations

**DAY 4: FEEDBACK AND PERSONAL EFFECTIVENESS**

- Relevance and Efficacy Of Feedback
- Case Study: Performance Feedback
- Action Learning: Giving and Receiving Feedback
- Exploring Personal Effectiveness

**DAY 5: SYSTEM AS CONTEXT**

- Change in Knowledge Organizations
- Action Learning: the Future Search Experience
- Integration: Developing a Leadership Strategic Plan