SHSU Leader Development

Best at Educating the Texas Workforce

- Excellence in Academics
- Loyal to Traditions
- Effective in Student Success
- Dedicated to Innovation
- Efficient in Operations
Mission

To identify, select, and develop high performing employees in order to strengthen the fabric of the community by enhancing the leadership ability of our emerging leaders.
Goals

• **Strengthen the fabric** of the university, community and surrounding area with an increased commitment to the professional development of the faculty, staff, and employees.

• **Develop a core of future leaders** with relationships that extend beyond their respective departments and organizations.

• **Create the momentum of leader development** with a reinvestment of experience and knowledge with a spirit of giving back to the process.
Leadership and Leader Development

• **Leadership**: an interpersonal influence process, directed in pursuit of a shared goal, within the context of a social unit

• **Leader Development**: an appropriate balance between two fundamental ingredients – challenge and support
Leaders that demonstrate program desired outcomes

Best Practices

Leadership Program

University Leaders

Corporate Leaders

Military Leaders
Desired Outcomes

- **Lead and inspire** their departments to accomplish the organization’s mission and goals
- Embrace their role as leaders and **understand their potential** in their organization
- Promote a broad perspective **open to new ideas** and experiences
- Overcome organizational challenges and ambiguous situations with **uncompromising integrity**
- Develop a solution considering multiple perspectives to **solve complex problems**
- Demonstrate the expertise and **cultural perspective** to effectively implement change
- Embody **respect for others** through communicating and working effectively with all audiences
- Enhances self-capacity to remain **resilient** and to persevere
**Selection Process**

**Leader Identification**

- **Nominator**
  - Develop high-performing employees (faculty and staff) in order to strengthen the fabric of the university and the community with an increased commitment to excellence strategy.

- **Nominee**
  - Early Identification of Emerging Leaders
    - **Existing Advancement Criteria**
      - Tiers of management
      - Current management responsibility
    - **Selection Early Identifiers**
      - Qualities of an emerging leader
      - Calm, thoughtful, listens, makes decisions, inclusive, cool headed
      - “Gut feeling”

**Selection**

- Invitation

One page submission by each.
Developmental Areas

- **Leadership Development**
  - Leadership Tools of the Trade
  - Leadership Theory

- **Developing Yourself**
  - Your Personal Developmental Plan
  - Building the Team

- **Organizational Culture and Leadership**
  - Analyzing Culture of Organizations
  - Role of Leadership in Changing the Culture

- **Implementing Change in Organizations**
  - Understanding Successful Organizations
  - The Role of Leadership in Implementing Change

- **Decision Making**
  - Managing Decision Making as a Team Leader
  - Ethical Decision Making

- **Sustaining the Organization**
  - Understanding Administration
  - Systems of Rewards, Benefits, and Counseling

- **First 90 Days**
Monthly Program Framework

- **Readings**
- **Small Group discussions**
- **Leader Coach engagement**
- **Readiness for a developmental opportunity**

**Challenge and Support**

- **Enrichment**
- **Experience**
- **Reflection**

**Weeks 1 & 2**
- Case Studies
- Leader Challenges
- Guest Lecturer
- Site visits
- Decision Making Exercises

**Week 3**
- Senior Leader Engagement
- Journal entry
- Semi-Structured interviews
- Evaluation
Self Assessment

Leadership Development

First 90 Days

Developing Yourself

Organizational Culture and Leadership

Implementing Change in Organization

Sustaining the Organization

Decision Making

Challenge and Support

Enrichment → Experience → Reflection

Program Evaluation
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**Enrichment Week 1**

**Enrichment Week 2**

**Reflection Week 4**

**Experience Week 3**

**Contact Leader Coach**

**Monthly focus Initiation online**

**Group Experience**

**Contact Leader Coach**
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