



SHSU Leader Development





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

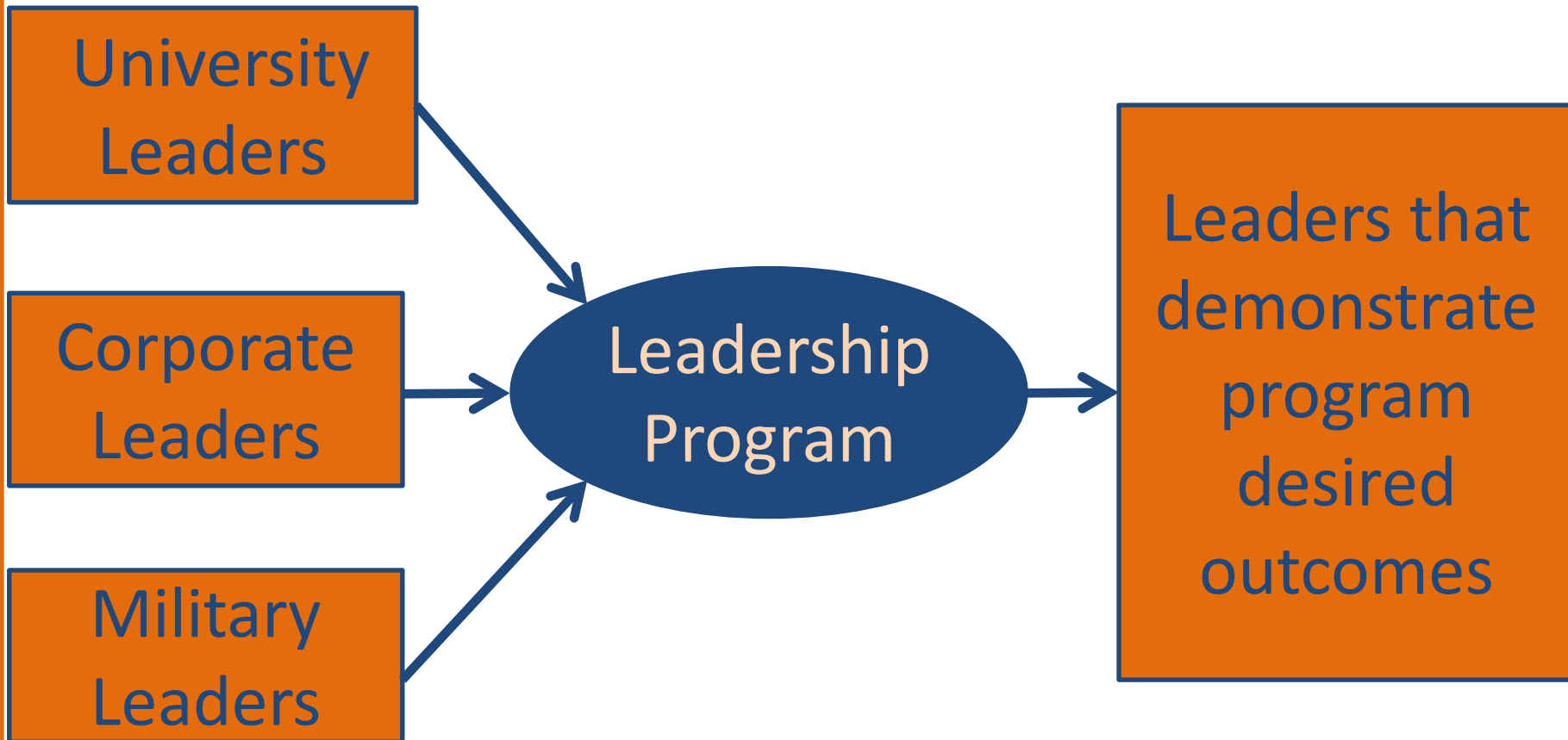


Leadership and Leader Development

- **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



Program Development



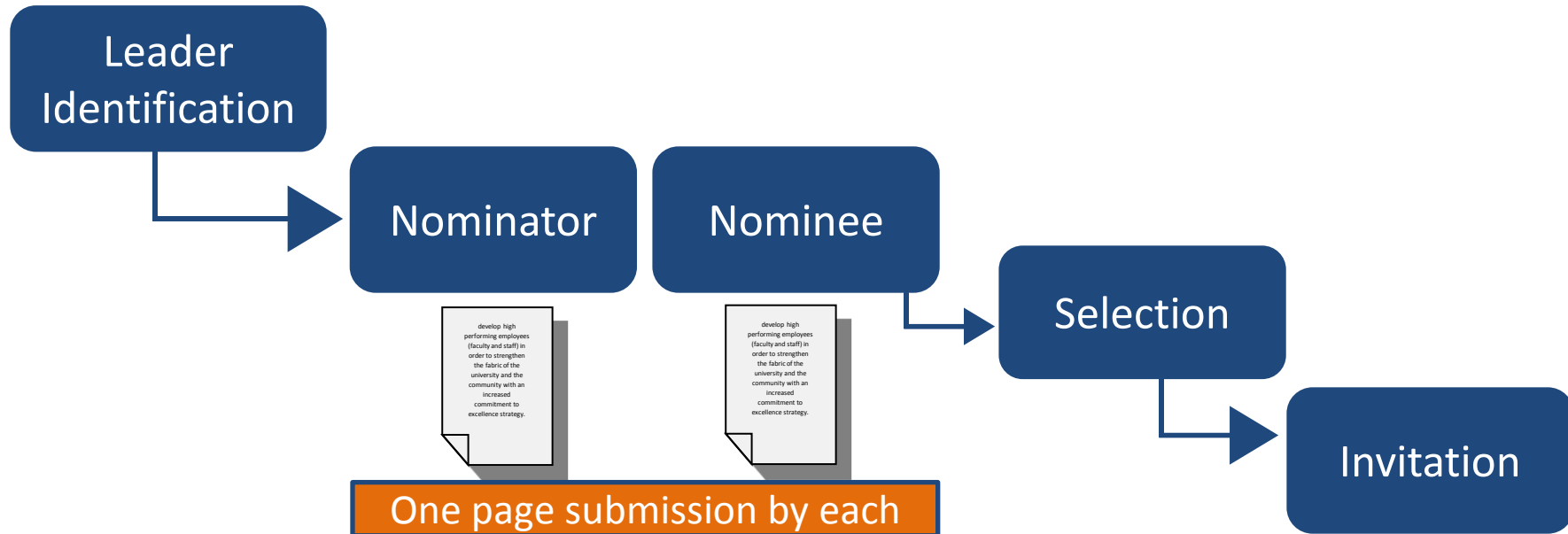
Best Practices



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



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"

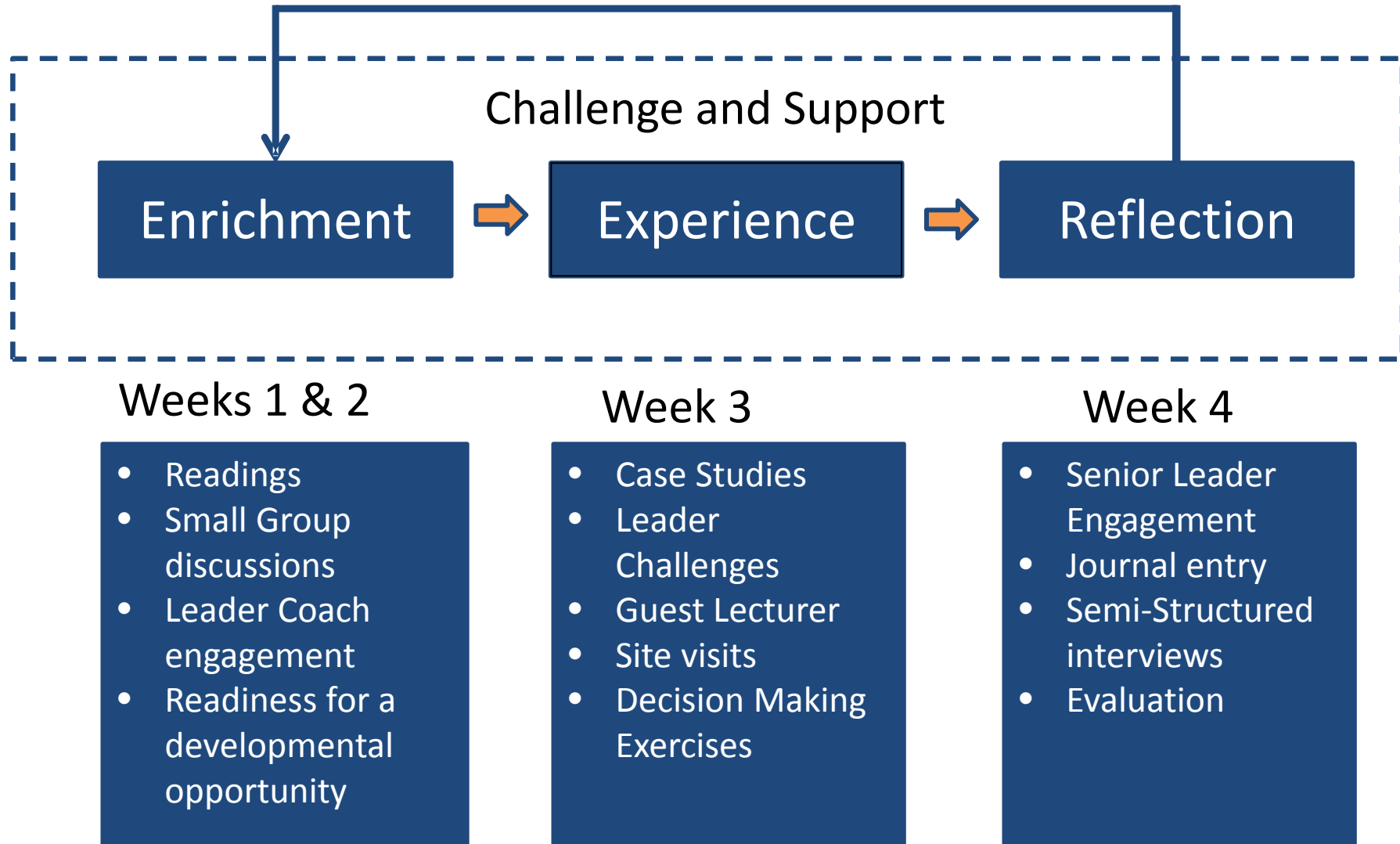


Developmental Areas

- 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

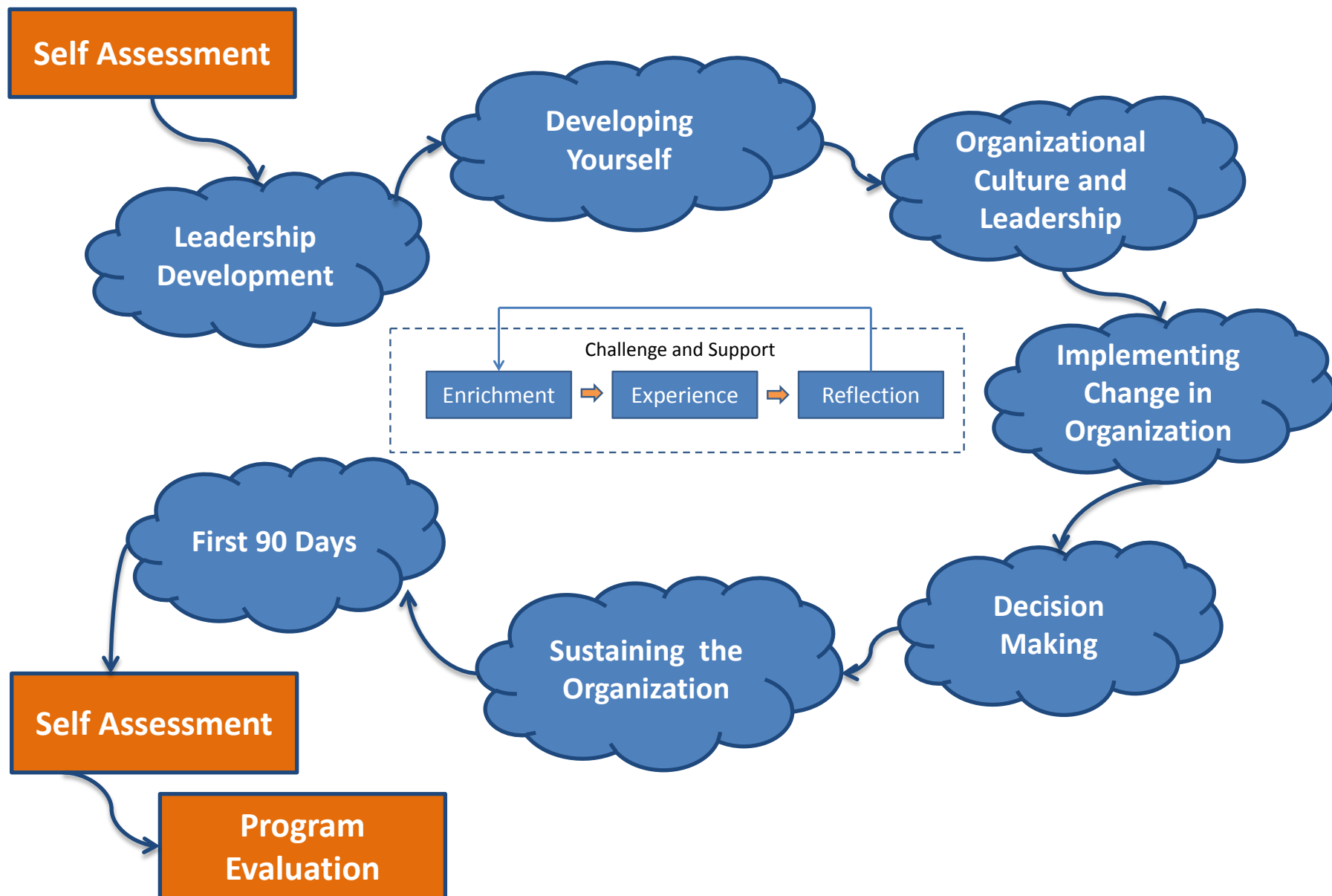


Monthly Program Framework





Program Sequence





Typical Month

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	Monthly focus Initiation online	3	4	5 Contact Leader Coach		7
		Enrichment				
8	9	10	11	12	13	14
	Enrichment					
15	16	17	18	Group Experience	20	21
	Experience					
22	23	24 Contact Leader Coach	25	26	27	28
	Reflection					
29	30					



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