



SHSU Leadership Academy 2016-2017 Update



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



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

“I feel very thankful I’ve been allowed to be a part of this extraordinary group and love the fact that I now have such a large network of professionals I respect.”

“The Leadership Academy was an excellent source for sharing leadership experiences and networking with other Professionals about what works in our fields. Regardless of the kind of work that we do, there is a certain set of core values that are foundation for our success.”



Goals

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

“The Academy has been a wonderful psychological/emotional experience. It is simply good to get to know people from other walks of life/profession who nonetheless share similar challenges and life situations.”

“ I have been able to apply ideas and concepts to situations outside my work at SHSU. I have also been motivated to start reading about and thinking about leadership-related issues on my own.”



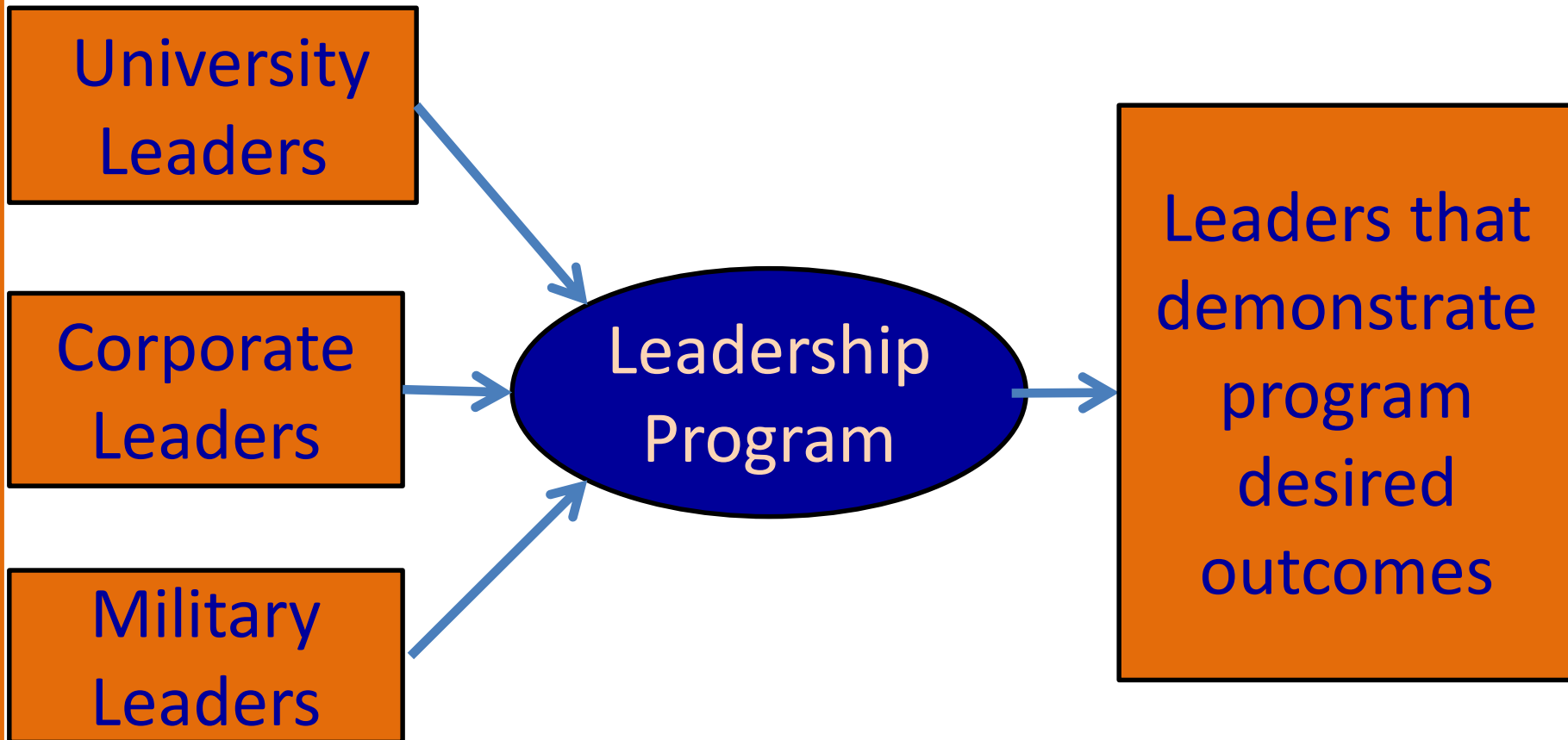
Goals

- Create the **momentum of leader development** with a reinvestment of experience and knowledge with a spirit of giving back to the process

“I thoroughly enjoyed each and every experience and would do it again without a second thought. The Leadership academy has helped me with both personal and career growth and I’m now excited about where I can lead my department; whereas, before the academy I felt unmotivated which unknowingly to me was impacting my staff and others around me. My negative attitude has turned positive and I’m able to handle stressful situations much more calmly and focused than before.”



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
- Embodies **respect for others** through communicating and working effectively with all audiences
- Enhances self-capacity to remain **resilient** and to persevere



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
- Conflict Resolution
 - Tough personnel actions
 - Communicating change
- Power and Influence
 - Understanding methods to influence individuals
 - Leadership coaching
- Implementing Change in Organizations
 - Understanding successful organizations
 - The role of leadership in implementing change
- Influencing Others
 - Passionately present the organization's position
 - Practice your leadership style
- Decision Making
 - Managing decision making as a team leader
 - Ethical decision making
- Sustaining the Organization
 - Understanding administration
 - Systems of rewards, benefits, and counseling



Monthly Program Framework



Weeks 1 & 2

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

Week 3

- Case Studies
- Leader Challenges
- Guest Lecturer
- Site visits
- Decision Making Exercises

Week 4

- Senior Leader Engagement
- Journal entry
- Semi-Structured interviews
- Evaluation



Program Sequence

