



UMC Leadership Academy Program Description

The UMC Leadership Academy Program

The UMC Leadership Academy provides a dynamic professional development opportunity for faculty and staff to enhance their leadership skills. The Academy is a competency-based leadership development program, focused on “leadership in place,” is designed to create a culture of leadership at the University of Minnesota Crookston by assisting faculty and staff in the development of leadership skills, capacity and readiness so they are positioned to move their units, programs, departments, and the campus forward.

Whether your passion is serving students, developing effective student programs and activities, teaching, improving your unit and operations, conducting research, or you are interested in someday pursuing a supervisory leadership role, advancing your leadership skills through the UMC Leadership Academy will serve you, your colleagues, and our students well. In addition to learning about yourself as a leader, you will be better prepared to lead department/unit and campus committees, motivate others to get tasks done, engage colleagues and students, and much more. The UMC Leadership Academy invites you to invest time and energy in your own growth as a leader.

Participant Benefits/Outcomes:

- Improve understanding of leadership beyond your area of expertise.
- Increased self-awareness of your leadership style and understanding of leadership skills.
- Understand servant leadership and leading others.
- Enhance your leadership skill-set to use within a variety of situations (adding to your leadership toolbox).
- Apply your leadership skills.
- Expand your peer support network (program cohort).
- Create a roadmap to continue your leadership journey.
- Elevated awareness of university services, programs, and resources that support leadership development.

Program Structure and Commitment

The UMC Leadership Academy is scheduled through the 2018 – 2019 academic year and requires participants to devote between 4 to 6 (4 hours average) per month on program activities. The program activities include seminar learning, group discussions, personal reflections, mentor/coaching discussions, networking events, and personalized learning opportunities. The program has a unique structure that combines four components: **Core** leadership training sessions, **Electives**, the **Hogan** Assessment, and **Mentor/Coaching Discussions**. Participants are expected to take part in all program events.

1. **CORE:** The Core includes four engaging and interactive training sessions in which the cohort of participants attend together. The Core sessions provide participants with foundational information as well as skill-building opportunities focused on the key pillars of leadership development (Self, Others, Tools, and Integration).

Core Leadership Training Sessions	Date	Time	Location
(1) Self Understanding Yourself as a Leader	Friday, Oct. 5	8:30 – 2:30 p.m.	Bede A&B
(2) Others Understanding How to Lead Others	Friday, Nov 30	8:30 – 12:30 p.m.	Bede A&B
(3) Tools <i>Using Tools to Lead Others</i>	Friday, Feb. 8	8:30 – 12:30 p.m.	Bede A&B
(4) Integration <i>Combining Self, Others and Tools to Lead</i>	Friday, April 26	8:30 – 2:30 p.m.	Bede A&B

2. **ELECTIVES:** The Electives allow participants to tailor the program to fit their individual leadership needs and goals. Participants can choose from a variety of “Electives” learning opportunities to complete the ten (10) hour requirement of the program (e.g., Professional Development Day sessions, book studies, campus events, conferences and workshops, non-degree online training classes, etc.).



- Hogan Assessment:** Participants will complete the Hogan Assessment, a key tool in leadership development. Participants will have an opportunity to discuss their individual assessment results with an internal University of Minnesota coach and build a leadership development plan based on the assessment and the individual's professional goals.
- Mentoring & Coaching Discussions:** Participants will participate in Mentoring & Coaching Discussions with graduates from last year's Academy program. These discussions are designed to allow participants and their mentor/coach to share information related to the program as well as their leadership journey and growth (e.g., selecting and learning from electives, applying skills, etc.).

Program Time Commitment		
	Program Component	Hours
1	Core Sessions (Four)	20
2	Electives	10
3	Hogan Assessment <i>(Completion and Debrief)</i>	2
4	Mentor & Coaching Discussions	2
Total		34

Application Process and Deadline

UMC faculty and staff who have been employed at UMC for more than one year are encouraged to apply for the UMC Leadership Academy. *(Employees who have worked at UMC for less than a year will need supervisor support to apply for the program.)* The ideal candidate is someone who wants to improve their leadership skills and impact (directly contributing to UMC initiatives and goals). Candidates may have served or are currently serving (or want to serve) in informal leadership roles in advancing their unit, department or program. Candidates also may have served in more formal leadership roles within Campus Assembly or Faculty Assembly (e.g., committee chairs), or leadership positions on important unit-specific or campus-wide initiatives (e.g., search committees). Candidates who have had limited exposure or leadership opportunities in the past but who want to build their leadership skills are also encouraged to apply. We also seek candidates who may be interested in moving into formal leadership roles in the future.

Interested applicants should complete the UMC Leadership Academy Application Form and email it to Diane Christianson (chri3776@crk.umn.edu) by Sunday, September 9, 2018 at 11:59 p.m.

Candidate Selection

Evaluation of potential participants will be based on their application (e.g., commitment to complete all the required program requirements, supervisor commitment, and responses to the questions on the application). Applications will be reviewed by two leaders in student affairs and two academic department heads. They will provide their recommendations to the Vice Chancellor of Academic and Student Affairs who will select the participants. We hope to have a diverse group of participants within this cohort group (e.g., representing all areas of the campus). A maximum of eighteen applicants will be selected to participate. If you have questions about the program, contact Kevin Thompson (thom2358@crk.umn.edu; 281-8254).

		<p>The UMC Leadership Academy program is a result of the 2015 Employee Engagement Survey where UMC faculty and staff shared their interest for more professional development, leadership and engagement opportunities. This program is also an important part of the UMC Strategic Initiative.</p>
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