

NACUBO 2021-22 Emerging Leaders Program

Schedule Overview

As of 03/09/2021

Subject to Change

| Month | Program Component |
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| May 2021 | <p>Orientation for Selected Participants' Managers May 11, 2-3pm ET or May 12, 2-3pm ET Managers play a crucial role in the Emerging Leaders Program. This overview of the program will help the managers of those participating in ELP to gain a greater understanding of the program and the commitment we are asking their employees to make. We will also share the specific support that will be needed from managers as their employees navigate the program.</p> <p>Orientation for Selected Participants May 13, 2-3pm ET or May 14, 2-3pm ET ELP is a comprehensive leadership development program focused on getting you ready for future opportunities. This session provides an overview of the program and the commitment you are making over the course of the next year. We will share more specifically about the content of the sessions and provide insight into what happens between scheduled sessions.</p> |
| June 2021 | <p>Session 1: Introductions and The Current State of Higher Education June 15, 2-4pm ET Following introductory activities and an overview of the Emerging Leaders Program, a panel of higher education leaders will explore the opportunities and challenges facing the higher education sector. From the public's views on student loan debt, college costs, and free college to institutions' needs for new revenue and innovative business models, the panel will explore the myriad issues confronting higher education.</p> <p>Session 2: Foundations of Leadership June 22, 2-4pm ET This session provides a broad overview of the leadership development topics that will be explored in the Emerging Leaders Program. Participants will explore definitions of leadership and high potential and will consider the implications of being identified as top talent. A series of leadership models will be introduced and recurring themes that will be used throughout the program will be discussed.</p> <p>Small Group Meetings Participants to arrange date/time</p> |
| July 2021 | <p>Attend the NACUBO 2021 Annual Meeting July 27-30</p> <p>Interview Your Institution's Chief Business Officer Participants to arrange date/time</p> |

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| <p>August 2021</p> | <p>Small Group Meetings Participants to arrange date/time</p> <p>Complete Social Styles pre-work and other assigned readings</p> |
| <p>September 2021</p> | <p>Session 3: Social Styles - Part 1 September 9, 2-4pm ET This session focuses on Social Style, the world’s leading behavioral style model created more than 60 years ago by TRACOM, to help people be more effective when interacting with others. Participants will explore the Social Style concepts and receive feedback about their personal Social Styles, from previously completed multi-rater profiles, accompanied by coaching on interpreting and constructively using the feedback.</p> <p>Session 4: The Impactful Business Officer September 30, 2-4pm ET From the manager in an academic department to the vice president/CFO, business officers fulfill roles ranging from truth tellers, exemplary managers, and guardians of resources to town criers, sheriffs, and strategists. Today’s business officer must provide critical business, financial, and administrative leadership, as well as strategic guidance that enables institutions to realize their missions of teaching, research, and public service. Hear from a panel of experienced leaders about how to be a more impactful business officer.</p> |
| <p>October 2021</p> | <p>Interview Your Institution’s Chief Student Affairs Officer Participants to arrange date/time</p> <p>Small Group Meetings Participants to arrange date/time</p> |
| <p>November 2021</p> | <p>Session 5: Social Styles - Part 2 November 4, 2-4pm ET This session further explores Social Style focusing on Versatility which measures a person’s tendency to focus on their behavioral preferences and needs versus the behavioral preferences and needs of others. Participants will explore multi-rater feedback about their Versatility in four key areas: image, presentation, competence, and feedback. Understanding their level of skill in each of these areas provides insight into improving their interactions with others.</p> <p>Interview Your Institution’s Chief Academic Affairs Officer Participants to arrange date/time</p> |
| <p>December 2021</p> | <p>Session 6: Understanding Higher Education Business Models December 2, 2-4pm ET Many educational, political, and other leaders believe the current financial model for higher education is broken. This session will explore current models and examine the business officer’s role in helping institutions innovate their strategies, program offerings, and business models to meet emerging value expectations and achieve financial sustainability.</p> <p>Small Group Meetings Participants to arrange date/time</p> |

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| <p>January 2022</p> | <p>Session 7: The Five Practices of Leadership - Part 1 January 13, 2-4pm ET This session will introduce participants to the 5 Practices of Exemplary Leadership created by Jim Kouzes and Barry Posner and popularized in their book <i>The Leadership Challenge</i>. These practices inform the work of leaders and provide practical guidance on gaining greater leadership effectiveness. The session will draw upon the participants’ own leadership experiences to glean understanding into the role and responsibilities of leaders. The Leadership Practices Inventory will add insight into how they are performing as leaders and identify areas for development. This session will also introduce the first two Practices of Exemplary Leadership: Model the Way and Inspire a Shared Vision. Participants will explore how to align their actions with their values and how to align others’ actions to a shared vision.</p> <p>Session 8: The Five Practices of Leadership - Part 2 January 27, 2-4pm ET This session provides a deeper dive into Practices of Exemplary Leadership 3, 4 and 5: Challenge the Process, Enable Others to Act, and Encourage the Heart. Participants will explore how to creatively lead change initiatives and ensure that constituents are motivated to act effectively and appropriately. Participants will also explore the impact of effectively providing positive feedback to team members.</p> |
| <p>February 2022</p> | <p>Session 9: Leadership Communications February 10, 2-4pm ET Examining the role communication plays in the work of leaders, the session will explore barriers to effective communication and methods to overcome those barriers. Topics include structuring a concise message, understanding your audience, and the effect of style on communications.</p> <p>Session 10: Communicating Financial Information Effectively February 24, 2-4pm ET This session will focus on communicating strategic, technical, and financial information to a variety of audiences, persuading them to respond, and even changing their behavior-- skills that are essential for every successful business officer.</p> <p>Small Group Meetings Participants to arrange date/time</p> |
| <p>March 2022</p> | <p>Session 11: Building Your Brand March 10, 2-4pm ET Using the concept of “working from strengths”, this session will concentrate on building a personal work brand. Participants will define the impact they want to make with others and the reputation they want to build.</p> <p>Session 12: Telling Your Career Story March 24, 2-4pm ET This session will focus on crafting career messages to advance your career and broaden your influence. Session activities will center on how to present yourself on your resume and during interviews for higher level roles. Participants will practice these messages and receive feedback about their job search materials and career stories.</p> |

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| <p>April 2022</p> | <p>Session 13: Sustaining Professional Growth April 7, 2-4pm ET Participants will review and compare feedback from a skills self-assessment and from a skill assessment completed by their manager. Key feedback themes will be identified, and participants will prepare for a development discussion with their manager.</p> <p>Small Group Meetings Participants to arrange date/time</p> |
| <p>May 2022</p> | <p>Session 14: Lessons Learned and the Future of Leadership May 12, 2-5pm ET In our final session, we will explore the disruptive forces that are changing higher education and that necessitate a new way of thinking about and approaching leadership. This session explores the capabilities that leaders need to effectively guide the organization in the evermore complex, ambiguous future environment. We will hear from a guest speaker about their perspective of the future. Additionally, as we come to the close of the program, we will look at the lessons we have learned and consider how to continue to develop.</p> |

The NACUBO Emerging Leaders Program is generously supported by:

