

# BUILDING AN IN-HOUSE LEADERSHIP DEVELOPMENT PROGRAM IN HIGHER EDUCATION

July 10 - 11, 2019 | Baltimore, MD



## *Get more out of the time and resources you spend developing your faculty and staff.*

Institutions across North America are actively building in-house leadership development programs (LDP) that can identify and groom future leaders. While the corporate sector has a long history of developing leaders, there are a number of challenges unique to a university environment and culture that must be well understood and planned for.

Join us for a one-of-a-kind program that will help ensure your in-house LDP is highly effective and impactful over the long-term. We will cover key components of organizing your LDP as well as dozens of resources and activities that you can incorporate in your program.

### WHO SHOULD ATTEND

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This program has been designed for those who are just starting out or are trying to make an existing ad hoc program more comprehensive. We welcome those who have primary responsibility for the design, development, and oversight of the leadership development program. This could include representatives from the President's office, Provost's office, Human Resources, Learning & Development, Faculty Affairs, and others.

Past participants of this workshops have been able to successfully launch or improve numerous leadership programs. In addition to programs at Marquette and Clemson (which you'll hear about at this workshop), there are long-running programs at [University of South Carolina](#), [Anoka Ramsey Community College](#), and many other institutions.

### WHAT MAKES THIS PROGRAM DIFFERENT?

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1. Our presenters have worked extensively across different types of colleges and universities and have designed programs for both faculty and administrative leaders. Their programs span different formats, lengths and budgets.
2. This program is rooted in the unique context of higher education and will address the cultural realities of universities that can be both supportive and challenging to leadership development.
3. This program is highly experiential and participants will get to experience much of the curriculum—the best way to take it back and apply it in your campus-based program.
4. You will leave this program with a leadership development map which will help you apply the aspects that you think will fit best with your specific goals and constraints.

# AGENDA

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## *Day 1 | July 10, 2019*

### **Registration and Continental Breakfast**

8:00 – 8:30 a.m.

### **Welcome and Introductions**

8:30 – 9:00 a.m.

### **Models for Leadership Development**

9:00 – 9:15 a.m.

Your leadership development model becomes a framework for both the structure and design of your program. In this opening session, we will share a proven model for ensuring high impact leadership development. Our model will focus on three dimensions:

- Teaching leaders about self
- Teaching leaders about groups and teams
- Teaching leaders about systems and change

### **Building the Curriculum of the Future**

9:15 – 10:30 a.m.

We'll explore future trends in higher education and discuss the implications for how you design your leadership development program. What are the skills and qualities future leaders will need to be successful? How do we take this information into consideration when designing what we teach and how we teach it? These are some of the essential questions we'll address in this session.

### **Break**

10:30 – 10:45 a.m.

### **Building Your Roadmap**

10:45 a.m. – 12:00 p.m.

In this session, we'll share with you a detailed roadmap to follow when developing your leadership programs. You'll work through the critical decision points such as:

- Defining goals and outcomes
- Selecting and supporting participants
- Setting costs and budgets
- Garnering institutional support
- Implementing program logistics and marketing
- Funding your program

### **Lunch**

12:00 – 1:00 p.m.

# AGENDA

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## *Day 1 (CONTINUED)*

### **Designing Your Program for Multiple Learning Styles**

*1:00 – 2:00 p.m.*

Knowing that we each lead and learn differently is critical to designing an effective leadership development program. In this session, you'll engage with a validated tool that identifies four distinct styles of leading and learning. We'll discuss the implications for both leadership and leadership development. We will also explore the critical question of how leaders learn and how your high-impact leadership program can get people on the path to self-awareness and openness to learning.

### **Break**

*2:00 – 2:10 p.m.*

### **Best Practice: Academic Leadership Development**

*2:10 – 3:00 p.m.*

Marquette University has developed a unique program, the goal of which is to develop a pipeline of faculty leaders who feel prepared and motivated to take on additional leadership roles. The program which spans the academic year includes multiple leadership inventories, is deeply connected to the Jesuit mission at Marquette, and has helped to build a strong network of leaders across academic divisions.

### **Break**

*3:00 – 3:10 p.m.*

### **Best Practice: Mixed Cohort Leadership Development**

*3:10 – 4:00 p.m.*

In this session, we'll learn about Clemson University's Presidential Leadership Institute. Housed in the Office of the President, the program serves both faculty and administrative leaders with the goal of both improving overall leadership effectiveness and giving participants a broader view of how a complex research university operates.

### **Q&A and Program Wrap-Up**

*4:00 – 4:30 p.m.*

### **Networking Reception**

*4:30 – 5:30 p.m.*

# AGENDA

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## *Day 2 | July 11, 2019*

### **Continental Breakfast (included in registration fee)**

8:00 – 8:30 a.m.

### **Incorporating Leadership Style Assessments and Inventories**

8:30 – 9:30 a.m.

Your participants will need multiple lenses to understand their approaches to leadership and the differences in styles. In this unique session, you'll have a chance to explore several widely-available self-assessments including: The 5 Paths to Leadership, MBTI, Strengths Finder, and DISC.

Additionally, we'll explore the option of including a 360 degree feedback assessment in your leadership program. In addition to exploring multiple options that work in a higher-education context, we'll also talk through important considerations for using such an instrument.

### **Break**

9:30 – 9:45 a.m.

### **Best Practice: Mixed Cohort Leadership Program**

9:45 – 10:30 a.m.

### **Break**

10:30 – 10:40 a.m.

### **Tips on Working with Faculty**

10:40 – 11:15 a.m.

Faculty are great candidates for these programs, and their participation is critical to the institution's future. Yet, they can also represent unique challenges for facilitators, especially those who may not have the same academic credentials as their faculty participants. In this session, we'll share tips and techniques for effective facilitation of leadership programs when faculty are in the room.

### **Break**

11:15 – 11:25 a.m.

### **Incorporating Coaching and Mentoring into Your Program**

11:25 a.m. – 12:00 p.m.

Critical to the development of the cohort and the application of leadership concepts is the role of effective coaches and mentors. We will explore the differences between coaching and mentoring as well as explore different models for incorporating these elements in your program.

### **Lunch**

12:00 – 1:00 p.m.

# AGENDA

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## *Day 2 (CONTINUED)*

### **Roundtable: How to Make this Work for You**

*1:00 – 2:00 p.m.*

No two programs are alike—institutional mission, strategic goals, history with leadership development, resource constraints, etc. – are critical factors in shaping your program. During these roundtables, you'll have a chance to ask the questions that might be unique to your institutional setting and context.

### **Break**

*2:00 – 2:15 p.m.*

### **Post-Program Follow-Up**

*2:15 – 2:45 p.m.*

Once you've made the investment, however big or small, to develop a leadership program, you have to find a way to keep the momentum after the formal experience has ended. In this session, the program faculty will share specific practices they've used to keep their participants connected to each other and to the university.

### **Learning Plan Development**

*2:45 – 3:30 p.m.*

Best practice programs ensure that participants document their reflections and learnings as well as utilize learning development plans for their continued development as a leader. We'll model this practice in this program to ensure each participant goes home with a clear plan of action.

### **Final Q&A and Program Wrap-Up**

*3:30 – 4:00 p.m.*

## INSTRUCTORS

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### **Kyra Lobbins**

#### **Associate Deputy Chief of Staff, Clemson University**

Kyra Lobbins was named Associate Deputy Chief of Staff in October 2018 by Clemson's President James P. Clements. In this role, Lobbins directs the operationalization of strategic initiatives and provides expert liaison, policy, and operational support to the President and Vice President & Chief of Staff.

Lobbins' new role builds upon her responsibilities from her previous role as Director of the President's Leadership and Strategic Initiatives, which include developing the popular President's Leadership Institute and working with top business and industry leaders as coordinator of the President's Advisory Board. Most recently, she was named to the Clemson Chamber Board, and the Greenville Chamber Advisory Board.

Currently in her fifth year at Clemson, Lobbins came to Clemson after a national search to be part of the Clemson Athletics Department. She was chosen as the Director of Student Athlete Development, and led a team of professionals in helping student athletes across 16 sports develop professional and leadership skills in preparing them for life beyond college athletics.

Lobbins is currently working on her Ph.D. in educational leadership. She previously earned an MBA from the University of Akron in 2015, a master's in sport management from Northern Illinois University in 2011, and a bachelor's degree in communication in 2008.

### **Gary Meyer**

#### **Senior Vice Provost Faculty Affairs, Marquette University**

Dr. Gary Meyer is communication professor and senior vice provost for faculty affairs at Marquette University. In this role, he helps prepare faculty for a meaningful and successful career at Marquette University across the many roles they will take on as teachers, scholars, and university leaders. Among his responsibilities, Dr. Meyer oversees new faculty orientation as well as the broader first-year faculty experience, faculty mentoring, faculty leadership development, and the promotion and tenure system on campus. Dr. Meyer works closely with the Center for Teaching and Learning, which serves as a catalyst for promoting a culture of pedagogical excellence on campus. In addition to his responsibilities for faculty affairs, Dr. Meyer serves as Marquette's accreditation liaison officer to the Higher Learning Commission. Dr. Meyer previously served Marquette as vice provost for academic affairs for five years, and prior to that was associate dean in the Diederich College of Communication and director of the corporate communication major.

### **Patrick Sanaghan**

#### **President, The Sanaghan Group**

Dr. Sanaghan serves as the head of The Sanaghan Group, an organizational firm specializing in leadership development, executive coaching, strategic planning, and leadership transitions. Pat has worked with over 200 campuses and hundreds of organizations in the last twenty-five years. He has taught leadership to thousands of leaders in higher education, and helped over one hundred campuses conduct collaborative, transparent strategic planning processes. He is the co-author/author of six books, numerous articles, and several monographs in the fields of strategic planning, leadership, and change management. His most recent books include: *Collaborative Leadership in Action* and *How to Actually Build an Exceptional Team*. Dr. Sanaghan also serves as a board member of the College of Saint Benedict in St. Joseph, MN.

## ACADEMIC IMPRESSIONS STAFF

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### Amit Mrig

President, Academic Impressions, [amit@academicimpressions.com](mailto:amit@academicimpressions.com)

Amit co-founded Academic Impressions in 2002 to provide research, publishing, and training on issues that directly impact the sustainability of higher education. Under his direction, AI has published hundreds of articles and papers, interactive training programs, and topical and timely webcasts, serving over 50,000 academic and administrative leaders across 3,500 colleges and universities.

Amit leads and manages AI's research, programming, and publications on higher ed leadership development. Many of AI's research and thought leadership papers have been authored by Amit, including *The Future of Higher Education* (2018), *The Skills Higher Ed Leaders Need to Succeed* (2017), *Shifting from a Scarcity Mindset to an Opportunity Mindset* (2017), and *The Other Higher Ed Bubble* (2013).

Amit has consulted with dozens of higher ed leaders, cabinet members, and board members—discussing current challenges and practical solutions while helping to identify which issues they can address to best impact change at their institution. He also leads our Presidential Dialogues series, discussing higher ed strategy and leadership with college and university presidents. Amit is a frequent contributor to *Forbes*, discussing issues in higher education. He also serves as an active board member of *The Challenge Foundation*, an organization helping low-income students successfully earn a college degree.

Amit frequently speaks at cabinet and board meetings, retreats, workshops, and conferences on trends and innovations in higher ed, leadership development, and capacity building. He is also a certified Gallup Strengths coach.



## LOCATION

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***July 10 - 11, 2019 | Baltimore, MD***

***Hotel:***

Hyatt Regency Baltimore  
300 Light Street  
Baltimore, MD 21202  
410.528.1234

**Room rate:**

\$144 + tax

**Room block dates:**

Nights of July 9 and 10, 2019.

**Room block cutoff date:**

June 18, 2019.

Reserve Your Room: Please call 410.528.1234 and indicate that you are with the Academic Impressions group to receive the group rate. Please book early - rooms are limited and subject to availability.

# The Academic Impressions Experience



Intimate, workshop-style trainings with personalized attention



Trainings are practical and action oriented so you can hit the ground running



Carefully-vetted expert instructors who are also practitioners in the field



Learner-centric and designed for interaction and collaboration



Highly recommended:  
9 out of 10 participants recommend our trainings to colleagues