

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

March 30 - 31 2020 | New Orleans, LA



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

### OVERVIEW

---

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 the 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

---

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?

---

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 engage with 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

---

Your registration fee includes full access to all conference sessions and materials a printed copy of our new book by C. Clinton Sidle, *Empowered: Leadership Development in Higher Education*. You'll also receive breakfast, lunch, and access to the networking reception on Monday, breakfast and lunch on Tuesday, as well as refreshments and snacks throughout the conference.

### Day 1

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

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

#### **Creating a Future-Focused Framework for your Leadership Program**

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.

## AGENDA

---

### **Day 1 (CONTINUED)**

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

*12:00 – 1:00 p.m.*

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

*1:00 – 2:00 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.

#### **Break**

*2:00 – 2:15 p.m.*

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

*2:15 – 3:15 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**

*3:15 – 3:00 p.m.*

## AGENDA

---

### **Day 1 (CONTINUED)**

#### **Building Your Roadmap (continued)**

3:30 – 4:00 p.m.

We will close the day by returning to the roadmap and capturing the most relevant details from the case studies for your particular program.

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

4:00 – 4:30 p.m.

#### **Networking Reception (included in registration fee)**

4:30 – 5:30 p.m.

This informal reception is your chance to decompress, have some refreshments on us, and expand your network of connections. Our programs are intentionally designed for smaller groups, so this is a great time to catch-up with attendees and speakers whom you may not have connected with yet.

### **Day 2**

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

8:00 – 8:30 a.m.

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

8:30 – 9:30 a.m.

Community College of Philadelphia has been running a comprehensive program for close to 20 years. In this session, they will share unique details about their program including how they incorporate real-projects that are led by teams of participants. We will also hear how they have tracked the program success over time.

#### **Break**

9:30 – 9:45 a.m.

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

9:45 – 10:45 a.m.

Session description coming soon.

## AGENDA

---

### **Day 2 (CONTINUED)**

#### **Break**

10:45 – 11:00 a.m.

#### **Building the Curriculum**

11:00 a.m. – 12:00 p.m.

Once you've established the goals and structure for the program, you want to ensure the curriculum serves the goals. There are numerous choices to navigate and we'll explore each of these: who should facilitate your program, what kinds of assessments and diagnostics to include, which books/videos to incorporate, whether to use coaches and mentors, and several others.

#### **Lunch (included in registration fee)**

12:00 – 1:00 p.m.

#### **Building the Curriculum (continued)**

1:00 – 1:30 p.m.

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

1:30 – 2:30 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.

#### **Designing Your Program / Action Planning**

2:30 – 3:00 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**

3:00 – 3:30 p.m.

## INSTRUCTORS

---

### **Brandi Foley-Rodgers**

#### **Director of Human Resources for the Office of the President, Provost, Executive Vice President for Research, Georgia Institute of Technology**

Brandi Foley-Rodgers is the Director of Human Resources for the Office of the President, Provost, and Executive Vice President for Research at the Georgia Institute of Technology. After earning her Bachelor's degree from Clark Atlanta University in 2000, she joined Georgia Tech to work in the Office of Human Resources. Brandi has been working as a strategic partner in the field of human resources for over 19 years with experience in the areas of recruiting, compensation, and employee relations. She has held the Professional in Human Resources designation and the SHRM Senior Certified Professional certification.

### **Steven P. Girardot, Ph.D.**

#### **Associate Vice Provost for Undergraduate Education, Georgia Institute of Technology**

Steven P. Girardot, Associate Vice Provost for Undergraduate Education, has more than ten years of higher education experience, and earned both a BS in Chemical Engineering and a Master's Degree in Chemistry from Georgia Tech. He completed his doctorate in Chemistry and Environmental Health at Emory University, and a Master of Public Health (MPH) degree in Epidemiology from the Emory University Rollins School of Public Health.

Dr. Girardot has extensive background in student transition, retention, and success. Steven's experience includes serving as the founding director of Georgia Tech's Center for Academic Success and co-chairing Georgia Tech's Complete College Georgia Steering Committee. He also served as the Director of the Office of Success Programs (which included new student orientation, first-year seminars, sophomore programs, tutoring, and academic support programs); Assistant Director for TA and Graduate Student Programs at Tech's Center for the Enhancement of Teaching and Learning (CETL); and Program Coordinator at Tech's Center for Education Integrating Science, Mathematics, and Computing (CEISMC), where he managed tutoring programs that linked Tech students to local elementary schools. In addition to his administrative positions, he teaches Freshman Seminar (GT1000) and Freshman Chemistry.

## INSTRUCTORS

---

### **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.

### **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.



## ACADEMIC IMPRESSIONS STAFF

---

### **Amit Mrig**

#### **President, Academic Impressions**

Amit co-founded Academic Impressions in 2002 to provide research, publishing, and training on issues that directly impact the sustainability and strategy 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 AI's research and programming on higher ed leadership development and authors many of our research and thought leadership papers. He also leads our Presidential Dialogues Series, discussing higher ed strategy and leadership with college and university presidents.

Amit has consulted with dozens of higher ed leaders, cabinet members, and board members and is a certified Gallup Strengths Coach. Amit has been published in or interviewed for a variety of outlets including The Wall Street Journal, Forbes, Huffington Post, International Educator, and The Chronicle for 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.

## LOCATION

---

***March 30 – 31, 2020 | New Orleans, LA***

**Hotel:**

AC Hotel Bourbon New Orleans

221 Carondelet St

New Orleans, LA 70130

(504) 962-0700

**Room rate:**

\$169 + tax

**Room block dates:**

The nights of March 29 and 30, 2020.

**Room block cutoff date:**

March 10, 2020.

Reserve Your Room: Please call (504) 962-0700 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**