**LEADERSHIP ACADEMY 2017**

*Effective leadership is more than doing: it is also about being – the expression of the essence of the whole of the individual, including one’s mind, heart, body, and spirit. In other words, to be successful at ‘doing’, leaders must have a profound sense of who they are at the core of their being. Thus, there is interdependency between personal growth and leadership effectiveness.*

-Marcia Ruben & Lori Silverman

It is with the above definition that the People Development Team is pleased to introduce the second annual **Leadership Academy** program!

The Leadership Academy is a professional development program for staff and faculty with an emphasis on developing the leader from within. This six-month program consists of half-day sessions of learning modules, discussions and practical applications of leadership and personal development principles with an emphasis on self-awareness. This program includes pre-and-post work, presentations from personal growth experts across the country, powerful activities and open discussions, one-on-one coaching, and a group project to benefit the University of Denver.

![Leadership Academy Cohort-1](image)

**Desired Outcome**

By participating in this program, you will:

- Gain a whole new self-awareness regarding your ability to lead your life with purpose, passion, and integrity.
- Overcome self-created barriers that prevent you from being the leader you were meant to be.
- Uncover your unique strengths to make decisions and solve problems.
- Experience what it takes to be on a high performing team.
- Draw upon your innate courage to embrace change and adversity.
- Reconnect with your authentic self so you can show up as the same person wherever you go.
You may apply if:

- You are a benefitted employee with a minimum of one (1) year of employment at the university, and
- You are currently in a leadership/management position or actively working towards one, and
- Your supervisor/manager sees value in your participation in this program and is willing to give you the necessary time off.

* Please note that only one member per department can attend the Leadership Academy at the same time.

Timeline and Commitment

- The Leadership Academy is a six-month commitment (January-June), which includes a group project.
- This program begins with an overnight orientation program (Thursday, January 12th to Friday, January 13th).
- Commitments consist of a half-day of classroom work (every three weeks) plus some additional hours of outside work (i.e. group projects, reading, etc.).

“The new age of leadership demands leaders who are forever renewing and reinventing themselves. They are expected to be lifelong learners, driven by dreams, opportunities, and challenges always to be more so that they can do more.”  - Burt Nanus, The Leader’s Edge

Group Projects

In addition to the coursework, the group will be responsible to develop, plan and implement the second annual Fish Out of Water Storytelling Event for students, faculty and staff. This project will not only give participants an opportunity to apply their insights and learning from the program but will allow them to give something back to DU community as well.
Curriculum and Activities:
In addition to the curriculum topics below, participants will complete/discuss the Hogan Insight HPI Assessment, participate in coursework on Inclusive Excellence and Authentic Leadership, receive one-on-one coaching, participate in team building activities, and present a graduation speech in June.

“Authenticity is the single most important quality of leadership. You cannot get authentic by delivering a great speech. It is demonstrated day-to-day through thousands of micro-behaviors.” -Bob Kidder

Monthly topics/presenters will include:
• Orientation Overnight—People Development Team and Guests
• The Collaborative Way—Marcus Bond
• Creating a Wellbeing Lifestyle—Julie Casper & Friends
• The Camino as a Metaphor for Life—Carolyn Sommers, LA Cohort-1
• Leadership Academy Team Time
• Improv(e) to Innovate—Bruce & Gail Montgomery
• Good to Great: The Journey to Inclusion—Paul M. Buckley, PhD
• Graduation / Group Project Presentation

Requirements and Commitment
In order to successfully graduate from the Leadership Academy, each participant must:
• Attend all six monthly class sessions, including the orientation overnight in January
• Actively engage in all class sessions
• Get along and work well with your cohorts
• Complete all assignments
• Present a graduation speech
• Be actively involved in the group project
Leadership Academy Class Agenda

January 12th  
Orientation (Overnight)  
Facilitators: People Development Team  
Location: Hilton Garden Inn, 600 S. Colorado Blvd., Denver  
1:30 – 4:45pm  
Introduction/Welcome  
Program Overview/Expectations  
Team Building  
Authentic Leadership  
6:00 – 8:00pm  
Dinner  

January 13th  
Orientation  
Facilitators: People Development Team  
Location: Hilton Garden Inn, 600 S. Colorado Blvd., Denver  
8:30 – 11:45am  
Check-In  
Educational Sessions  
Accountability Team Formation  
12:00 – 1:00pm  
Lunch  
1:00 – 3:30pm  
Team Building  
Group Project Introduction

I truly feel blessed to have been a part of this and I am so hopeful of what is to become of this! THANK YOU for everything.  -Mira Morton Luna, MA, Associate Director of Career and Professional Development, Josef Korbel School of International Studies
Wednesday
February 1st
Facilitator: Marcus Bond, The Collaborative Way
*The Collaborative Way is an intentional and designed way of working together that harnesses the collective intelligence, imagination and spirit of a company’s workforce* (collaborativeway.com) Book included.

**Location:** Mountain View Room, Ruffatto Hall

8:00 – 8:20am Breakfast
8:20 – 8:45ish Check-In
8:50 – 11:30am Class Session
11:30 – 12:30pm Team/Project Work

Wednesday
February 22nd
Facilitator: Julie Casper & Friends, The Wellbeing Consortium
*Julie Casper, DU’s Wellness Program Manager, along with local wellness/wellbeing experts, will work with the group to explore personal wellbeing from a holistic perspective and help each member craft an action plan that aligns their purpose to their lifestyle.*

**Location:** Mountain View Room, Ruffatto Hall

8:00 – 8:20am Breakfast
8:20 – 8:45ish Check-In
8:50 – 11:30am Class Session
11:30 – 12:30pm Team/Project Work

Wednesday
March 15th
Facilitator: Carolyn Sommers, Leadership Academy Cohort-1 Graduate
*Carolyn Sommers is going on a life-changing adventure this fall as she walks over 500 miles on The Camino de Santiago, which stretches across Europe and comes together at the tomb of St. James. Carolyn plans to use this self-discovery pilgrimage to facilitate her own inner/spiritual journey and will share her insights and experiences with the Academy participants at the beautiful Boettcher Mansion.*

**Location:** Boettcher Mansion, 900 Colorow Road, Golden, CO

8:00 – 8:20am Breakfast
8:20 – 8:45ish Check-In
8:50 – 11:30am Class Session
11:30 – 12:00pm Team/Project Work
Wednesday  
April 5th  
Facilitator:  People Development Team  
This midway session is an opportunity for the Academy participants to regroup, reconnect, and rejuvenate together as a team.  
Location:  TBD  
8:00 – 8:20am  Breakfast  
8:20 – 8:45ish  Check-In  
8:50 – 11:30am  Class Session  
11:30 – 12:30pm  Team/Project Work

Wednesday  
April 26th  
Facilitator:  Bruce & Gail Montgomery, ExperienceYes  
Work conditions are constantly changing and the need to solve problems quickly and effectively is critical. This workshop, presented by DU grads, teaches teams methods of decreasing time while solving problems quickly. Learn to think on your feet and bring out your self-confidence in creative ways (experienceyes.com). Book included.  
Location:  Mountain View Room, Ruffatto Hall  
8:00 – 8:20am  Breakfast  
8:20 – 8:45ish  Check-In  
8:50 – 11:30am  Class Session  
11:30 – 12:30pm  Team/Project Work

Wednesday  
May 17th  
Facilitator:  Paul M. Buckley, PhD, Assistant Vice President, The Butler Center, Colorado College  
In this session, participants will be provided with an understanding of diversity, inclusion, and equity as foundational concepts and values and how they inform our aspirational community. You’ll be exposed to key concepts and practices that nurture equity consciousness at work and help to foster an inclusive climate.
Location: Mountain View Room, Ruffatto Hall
8:00 – 8:20am Breakfast
8:20 – 8:45ish Check-In
8:50 – 11:30am Class Session
11:30 – 12:30pm Team/Project Work

Wednesday
June 7th
Leadership Academy Completion Ceremony
This event is for the Leadership Academy graduates as well as their supervisors and peers. In this ceremony, each member of the Academy will share what they learned and how they will apply that learning into their personal and professional world.

Location: The Renaissance Room, Mary Reed
8:00 – 8:30am Light breakfast
8:30 – 10:30am Program Overview & Individual Speeches
10:30 – 11:00am Group Project Presentation Summary
11:00-12:00pm Leadership Academy Check-Out (just for program participants)

“Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it is the only thing that ever has.” -Margaret Mead
APPLICATION INFORMATION

A selection subcommittee from the Professional Development Advisory Group will review each application, conduct interviews, and make the final selection of participants for the program.

Selection Process:

- Selection will be a two-step process. There will be an application review process followed by a group interview process. Not all applicants will make it to the group interview process.
- Each candidate’s supervisor must submit a statement of support (https://udenver.qualtrics.com/SE/?SID=SV_08Q51LSATsR1LcF) also by October 21st, 2016. Failure to meet the above deadlines will automatically disqualify the candidate.
- Application reviews will take place from October 24th – 28th.
- Group interviews will take place (tentatively) the week of October 31st with final selection being made by November 18th.
- Participation is limited to 12 - 15 employees.

The ideal candidate:

- Has demonstrated initiative, leadership, and teamwork while at DU.
- Has taken advantage of classes, workshops, and attending programs on campus to further their professional development.
- Can articulate why they’ve applied to this program and what they hope to gain from it.
- Clearly has the support of their immediate supervisor to participate.
- Understands the importance of inclusive excellence and wants to champion its cause on the DU campus and in the surrounding community.

All candidates must submit:

- A “Statement of Support” from your department head and/or direct supervisor (https://udenver.qualtrics.com/SE/?SID=SV_08Q51LSATsR1LcF) also by October 21st, 2016.

For further questions, contact Greg Giesen, manager of people development at greg.giesen@du.edu or 303-871-3307.