

LEADERSHIP ACADEMY 2020

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. In addition, this program requires vulnerability, hard work, dedication and commitment and includes a group project and individual commencement speeches at graduation. This program is coordinated by the People Development team in HRIC.



Leadership Academy Cohort-4

Program Outcomes

By participating in this program, you will gain a renewed self-awareness and skillset to:

- Improve and embrace change
- Collaborate with others
- Function effectively within a group
- Lead with emotional intelligence
- Handle challenges under pressure
- Reflect and learn from your experiences
- Overcome self-created barriers, and
- Reconnect with your authentic self

The Leadership Academy is a very powerful program that taught me so much more than how to be a strong leader. I learned how to trust myself, be authentic, and navigate all areas of my life with confidence and intention.

-Carole Bellfi (Cohort-2)

Office Manager, Fritz Knoebel School of Hospitality Management



UNIVERSITY of
DENVER

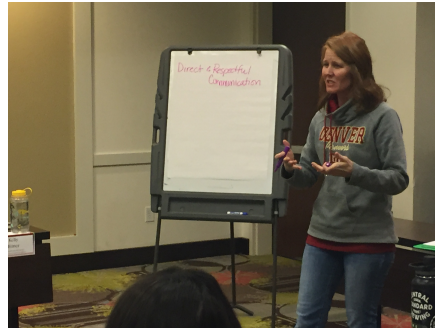
HUMAN RESOURCES &
INCLUSIVE COMMUNITY

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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 should we get inundated with applications, we may have to limit the selection to only one member per department.*



Time Commitment

- The Leadership Academy is a six-month commitment (January-June), which includes a group project.
- This program begins with a two-day (overnight) orientation retreat (Thursday, January 9th through Friday, January 10th).
- Coursework consist of half-day morning sessions (every three-weeks) plus some additional hours of outside work (i.e. group projects, accountability team time, reading, etc.).

Effective leadership is more than doing: it is also about being – the expression of the essence of the whole 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

Requirements

In order to successfully graduate from the Leadership Academy, each participant must:

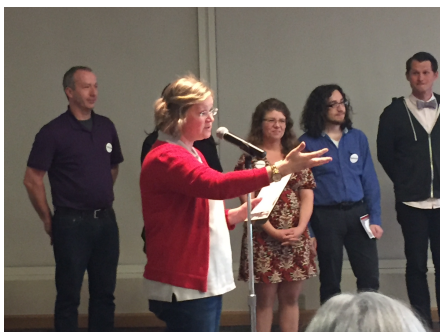
- Attend all six class sessions, including the orientation overnight in January
- Actively engage in all class sessions
- Meet between sessions with your accountability team
- Complete all assignments, readings, and assessments

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- Complete the Personal Compass workbook by graduation
- Be actively involved in the group project
- Present a graduation speech on your experience

Group Projects

In addition to the coursework, the group will be responsible to develop, plan and implement a group project that gives back to DU. In the past, the cohorts have coordinated (each with their own spin), a storytelling event for students, faculty and staff. It will be up to Cohort-5 to decide what their project will be. The project gives participants an opportunity to apply their insights and learning from the program while contributing to DU's strategic plan.



Curriculum Topics:

- Orientation Overnight
- The Collaborative Way
- Emotional Intelligence
- Leading Change
- Team Building
- Improv(e) to Innovate
- Authentic Leadership
- Leading at DU
- Completion Ceremony / Individual Presentations

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 (Cohort-1)



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Leadership Academy Schedule

Thursday

January 9th

Orientation (Overnight)

Facilitators: People Development Team
Location: Hilton Garden Inn, 600 S. Colorado Blvd., Denver
8:00 – 4:30pm Class Session
6:00 – 9:00pm Cohort Dinner / Project Planning

Friday

January 10th

Orientation

Facilitators: People Development Team
Location: Hilton Garden Inn, 600 S. Colorado Blvd., Denver
8:00 – 3:30pm Class Session



Wednesday

January 29th

Improv(e) To Innovate

Facilitator: Bruce & Gail Montgomery
ExperienceYes

Description: 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.

Class Pre-

Assignment: Read Bruce & Gail's book, *Brain Disruption*.

Location: Fritz Knoebel School of Hospitality Management, Room 211
8:00 – 1:00pm Class Session / Discussion



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**Wednesday
February 19th**

Change Management

Facilitator: Kelly Wyngarden
Indigold Consulting

Description: This session provides participants with an understanding of the change and transition process so they can successfully manage change in our fast-paced world. We live in a world of turmoil and without change management skills we often see the environment from a passive stance - waiting to be told what to do, how to feel, and how to behave. Building resiliency to manage yourself and others is a key skill for leaders and organizations.

Class Pre-Assignment: No pre-work assigned.

Location: Fritz Knoebel School of Hospitality Management, Room 211
8:00 – 1:00pm Class Session / Discussion



**Wednesday
February 20th**

Emotional Intelligence: A Vital Leadership Skill

Facilitator: Julie Auger
Employers Council

Description: This highly interactive workshop provides an in-depth look at emotional intelligence around self-awareness, self-regulation, social awareness and relationship management. Time will be spent building the most essential competencies: self-awareness and self-regulation of emotions. We will also spend time on recognizing patterns, applying consequential thinking, and expanding your ability to develop key relationship skills.

Class Pre-Assignment: Read *EQ Applied*.

Location: Fritz Knoebel School of Hospitality Management, Room 211
8:00 – 1:00pm Class Session / Discussion

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Wednesday

April 1st

Leadership Academy Team Time

Facilitator:

People Development Team

People Development, HRIC

Description:

This midway session is an opportunity for the Academy participants to regroup, reconnect, and rejuvenate together as a team.

Class Pre-

Assignment:

Part of the class is outside, so wear comfortable shoes and bring a coat.

Location:

Boettcher Mansion, 900 Colorow Road, Golden, CO

8:00 – 3:30am

Class Session / Activities / Discussion

** Please note this is a full-day event*



Wednesday

April 22nd

The Collaborative Way

Facilitator:

Dr. Marcus Bond

The Collaborative Way

Description:

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.

Class Pre-

Assignment:

Read *The Collaborative Way* book.

Location:

Fritz Knoebel School of Hospitality Management, Room 211

8:00 – 1:00pm

Class Session / Discussion



www.du.edu/PeopleDevelopment

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Wednesday

May 13th

DU Leadership Panel Discussion

Moderator:

Shannon Seales

People Development

Description:

Members of DU's Senior Leadership team will be invited to participate in a panel discussion focused on 'Leading at DU.' How do the leadership concepts learned throughout this academy apply at DU? This is your opportunity to delve into that question!

Class Pre-

Assignment:

Using the academy content up to this point, prepare questions to ask the DU leadership panel.

Location:

Fritz Knoebel School of Hospitality Management, Room 211

8:00 – 1:00pm

Class Session / Discussion



Friday

May 22nd *

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.

Class Pre-

Assignment:

Prepare a 5-minute graduation speech reflecting what you learned, some key experiences, and how you will use this experience to move forward.

Location:

The Renaissance Room, Mary Reed

8:00 – 12:00pm

Program

(*Date may be changed)

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APPLICATION INFORMATION

A selection subcommittee from HRIC and Cohort-4 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 must submit an application (https://udenver.qualtrics.com/SE/?SID=SV_0dqUtgYViIglxVH) by **October 18th, 2019**.
- Each candidate's supervisor must submit a statement of support (https://udenver.qualtrics.com/SE/?SID=SV_08Q51LSATsR1LcF) also by **October 18th, 2019**. Failure to meet the above deadlines will automatically disqualify the candidate.
- Application reviews will take place from October 21 – 25th.
- Group interviews will take place (*tentatively*) the week of October 28th with final selection being made by November 15th.
- 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 as an emerging leader.
- Has the support and commitment of their immediate supervisor to participate.
- Understands the importance of One DU and being an inclusive community and is prepared to champion these causes on the DU campus and in the surrounding community.

All candidates must submit:

- A Leadership Academy application (https://udenver.qualtrics.com/SE/?SID=SV_0dqUtgYViIglxVH) by **October 18th, 2019**.
- A "Statement of Support" from your department head and/or direct supervisor (https://udenver.qualtrics.com/SE/?SID=SV_08Q51LSATsR1LcF) also by **October 18th, 2019**.

For further questions, contact Greg Giesen or Shannon Seales from People Development.