LEADERSHIP ACADEMY

“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’ (providing direction, leading change, clarifying vision and strategy, etc.), 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 this vision that the People Development Team is pleased to introduce the first 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 monthly half-day sessions of learning modules, discussions and practical applications of leadership principles with an emphasis on self-awareness. This program includes pre-and-post work, presentations from leadership experts across the country, powerful activities and open discussion, one-on-one coaching, and a group project to benefit the University of Denver.

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 intuitiveness 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 14th to Friday, January 15th).
- Monthly commitments consist of a half-day of classroom work 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 plan and oversee a project to enhance inclusive excellence at the University of Denver. This project will not only give participants an opportunity to apply their insights and learning from the program but to give something back to DU as well.

It's a “Pilot” program:
Because this is the first annual academy, we know that there will be some minor adjustments to make during the program. We would like to thank all participants in advance for being patient and helping us make any necessary improvements.
**Curriculum and Activities:**
In addition to the curriculum topics below, participants will complete/discuss the DiSC personality 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
- Leadership Presence—Dr. Jim Rae
- Leadership & Ethics—Chuck Passaglia
- Immunity to Change—Connie Harris Ostwald
- Self-Reliant Leadership—Jan Rutherford
- Leadership and Team Atmosphere—Kelly Wyngarden
- Intuitive Leadership—Karen Storsteen
- 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

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
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<tbody>
<tr>
<td><strong>January 14th</strong></td>
<td>Orientation (Overnight)</td>
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<tr>
<td>Facilitator:</td>
<td>PD Staff</td>
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<tr>
<td>1:30 – 4:45pm</td>
<td>Introduction/Welcome</td>
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<td>Program Overview/Expectations</td>
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<td>Team Building</td>
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<tr>
<td>6:00 – 8:00pm</td>
<td>Authentic Leadership</td>
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<tr>
<td><strong>January 15th</strong></td>
<td>Orientation</td>
</tr>
<tr>
<td>Facilitator:</td>
<td>PD Staff</td>
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<tr>
<td>8:30 – 11:45am</td>
<td>Check-In</td>
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<td>DISC Assessment</td>
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<td>Accountability Team Formation</td>
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<tr>
<td>12:00 – 1:00pm</td>
<td>Lunch</td>
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<tr>
<td>1:00 – 3:30pm</td>
<td>Team Building</td>
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<td>Inclusive Excellence</td>
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**Wednesday**

**February 3rd**

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<tr>
<td><strong>Leadership Presence</strong></td>
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<tr>
<td>Facilitator: Dr. Jim Rae, Focal Point Communications</td>
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<td>8:00 – 8:30</td>
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<td>8:30 – 11:30</td>
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<td>11:30 – 12:30</td>
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<td>Date</td>
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<tr>
<td>Wednesday</td>
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| February 24th |                                     |                                            | 8:00 – 8:30 Check-In  
|             |                                      |                                            | 8:30 – 11:30 Class Session  
|             |                                      |                                            | 11:30 – 12:30 Team/Project Work |
| Wednesday  | **Immunity to Change**               | Connie Harris Ostwald, Coaching to Authenticity |          |
| March 16th |                                     |                                            | 8:00 – 8:30 Check-In  
|             |                                      |                                            | 8:30 – 11:30 Class Session  
|             |                                      |                                            | 11:30 – 12:30 Team/Project Work |
| Wednesday  | **Self-Reliant Leadership**          | Jan Rutherford, Self-Reliant Leadership, LLC |          |
| April 6th  |                                     |                                            | 8:00 – 8:30 Check-In  
|             |                                      |                                            | 8:30 – 11:30 Class Session  
|             |                                      |                                            | 11:30 – 12:30 Team/Project Work |
| Wednesday  | **Leadership and Team Atmosphere**   | Kelly Wyngarden, SkyeTeam                  |          |
| April 27th |                                     |                                            | 8:00 – 8:30 Check-In  
|             |                                      |                                            | 8:30 – 11:30 Class Session  
|             |                                      |                                            | 11:30 – 12:30 Team/Project Work |
| Wednesday  | **Intuitive Leadership**             | Karen Storsteen, Performance By Design, LLC |          |
| May 18th   |                                     |                                            | 8:00 – 8:30 Check-In  
|             |                                      |                                            | 8:30 – 11:30 Class Session  
|             |                                      |                                            | 11:30 – 12:30 Team/Project Work |
Wednesday
June 8th  Graduation & Presentations

8:00 – 8:30  Check-In
8:30 – 10:30 Individual Commencement Speeches
10:30 – 12:00 Group Project Presentation Plan

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 November 4th. Failure to meet the above deadlines will automatically disqualify the candidate.
• Application reviews will take place from November 4th – 9th.
• Group interviews will take place the week of November 16th with final selection being made by November 24th.
• 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 November 4th, 2015.

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