



**Great Places to Work
Professional Development
Provost's Staff Leadership Academy**

April 2013

Staff Academy Mission

- Develop UofL senior staff leadership qualities
- Support continuity
- Help improve staff retention and morale

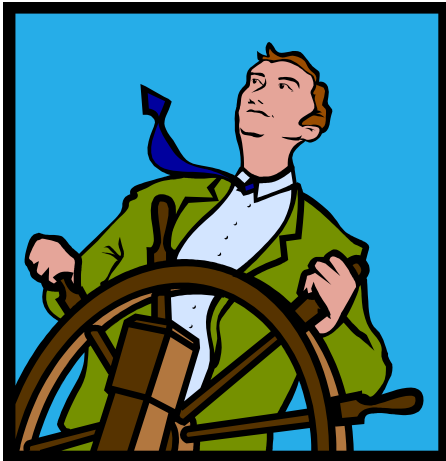


Pilot Academy Structure

- 24 participants
- Workshops
- Mentoring sessions
- Capstone presentation
- Free



Participant Criteria



- Demonstrated interest in leadership
- Strong management skills
- Dean/VP-nominated

E.g. Candidates who (1) have completed Unit Business Training, or (2) have completed Successful Supervision or (3) already serve in program coordination or supervisory roles.

Participant Selection

- GPTW Professional Development / Job Satisfaction committee



Participant Responsibilities



- Participate in all sessions
- Read academy materials
- Present a group capstone project

Mentor Criteria and Responsibilities

- Administrators or senior staff
- Commit to meeting regularly
- Review training material
- Dean/VP - appointed



Workshop Schedule

- September to May
- 2:30 – 4 p.m., second Tuesday of month
- Two exceptions:
December 10 12:30 – 4 p.m.
May 10 a.m. – 1 p.m.



Session Topics

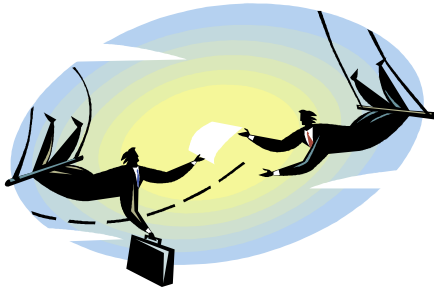
- Introduction to Leadership
Dr. Bob Taylor
Oliver Group
- Traits and Best Practices of Effective Leaders
Dr. Brad Shuck, Assistant Professor
University of Louisville, School of Education - Educational Leadership
- Effective Communication
Dr. Kristen Lucas, Assistant Professor
University of Louisville, College of Business - Management
- StrengthsFinder
Whitney Bishop, Training Consultant
Human Development Company

Session Topics

- Conflict Management
Susan Rowe, President
Human Development Company
- Leading Across Cultures
Dr. William Pierce, Executive VP Research
University of Louisville
- Leadership and Change
Whitney Bishop, Training Consultant
Human Development Company
- Strategic Planning
Dr. Lyle Sussman, Chairperson and Professor
University of Louisville, College of Business - Management

Outcomes

- 24 people better prepared to serve in leadership positions



- The leadership academy will become part of HR's staff development offerings

Program Completion and Beyond

- Framed certificate upon completion
- Means to continue participant relationships

