

# MOR IT Leaders Program



Building relationships matters in higher education.



CIOs Michele Norin of Rutgers, Sue Workman of Case Western, and John Gohsman of WashU address an Advanced Leaders group.

## Program Objectives

- To enhance the professional and personal development of senior staff who will play increasingly important management and leadership roles.
- To explore opportunities for breakthroughs at both individual and organizational levels
- To gain heightened perspective on strategic issues facing higher education institutions and how each institution is shaping its choices.
- To strengthen relationships and foster collaboration within and across the participating universities

## Program Design

The program provides a variety of learning opportunities encompassed in four tracks: a workshop track, an individual development track, an applied learning track and a leadership community track.

### [The Workshop Track]

Four intensive workshop sessions, focused on providing conceptual frameworks, building selected competencies, and introducing tools needed to fulfill the leadership and management roles particular to university organizations.

The four sessions are spaced across eight months, each with application assignments to be completed between the sessions. Working sessions are conducted at participating universities. Leaders from host institutions are invited to work with the group.

### [The Individual Development Track]

Each participant creates and pursues an individual development plan. The process includes 360° feedback, a self-assessment, and establishing personal goals. Individuals are assigned an executive coach and receive five one-on-one coaching sessions. This component supports participants in doing the individual “work on self” that is a critical dimension of the program. This track will begin prior to the workshop track.

### [The Applied Learning Track]

Because sessions are spaced over eight months, participants have both the opportunity to immediately put into practice what they learn and the opportunity to expand on their learning when they reconvene at future workshops. The program integrates real-life challenges, actual client cases, and application assignments between the sessions.

### [The Leadership Community Track]

Throughout the program MOR puts considerable emphasis on building a leadership community. Workshops are interactive; affinity groups are charged with work between sessions; and participants are assigned peer coaches. The bonds formed during the program become currency for getting things done across the organization. The result is increased teamwork when intact work groups attend together. Participants learn from each other, rely on each other, and sustain their relationships well beyond the program.



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# MOR IT Leaders Program

## Program Themes and Topics

### Leadership & Strategic Thinking

Presence and Presentation  
Defining Leadership  
Your Leadership Journey  
Introduction to Strategic Thinking  
Building Relationships  
Vision for This Learning Community  
Balancing the Important with the Immediate  
Delegation  
Creating an Individual Development Plan  
Coaching for Commitment  
Developing Practices

### Leading Change, Coaching for Results

The Three Lenses: Strategic, Political, Cultural  
Understanding Workplace Culture  
Leading Change Frameworks  
Stakeholder Mapping  
Coaching for Results  
Neuroscience and Leadership

### Delivering Results, Emotional Intelligence, Exercising Influence

Introduction to Emotional Intelligence  
Mapping Your Network  
Delivering Results  
Measures and Metrics  
Leadership as Performance Art  
Improv as a Leadership Skill  
Coaching for a Breakthru  
The Leader's Role as Communicator

### Developing People, Ethics & Leadership

Developing People  
Having Difficult Conversations  
Principles Based Leadership  
Peer Coaching  
Be, Do, Learn  
Taking Care of Yourself

### Program Dates

January 30-31 and February 1, 2018  
April 3, 4 and 5  
June 19, 20 and 21  
September 25, 26 and 27



*“It was an absolute gift to be able to participate with the MOR team and other leaders in this context. In addition, the tools, techniques, and best practices in the areas of both leadership and management have re-stocked my quiver and I now have a whole new perspective from which to carry on my leadership-journey.”*

Benjamin Hubbard  
Interim ACIO for Academic Engagement  
University California Berkeley

#### To learn more:

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