

# 2022 BTAA MOR Leaders Program

## 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 each individual to make sustainable improvements in their effectiveness
- To gain a heightened perspective on strategic issues facing higher education institutions post pandemic
- To evolve each individual's capabilities to build a diverse workforce and create an inclusive work environment
- 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: an individual development track, an applied learning track, a leadership community track and a workshop track.

This engagement will start with the individual track and span over ten months.

## [The Individual Development Track]

Each participant will create and pursue an individual development plan. The process includes 360° feedback, a self-assessment, and establishing personal goals. Individuals will work with an executive coach and receive a number of one-to-one coaching sessions. This component supports participants in doing the individual “work on self” that is a critical dimension of the program. To best meet each individual where they are and give them a running start into this development experience, this track will be the primary focus of the initial three months and include the following activities:

- Orientation prior to program launch
- Registration and 360° survey  
*November - December 2021*
- MOR coach 360° debrief with the participant with guidance on creating a development plan with goals and applied practices  
*December 2021*
- Participants begin working on their development plans, joining affinity groups with a similar focus to exchange insights, and start working with learning teams on Workshop I presentations.  
*December 2021 - January 2022*
- Coaches continue to meet with each participant and with affinity groups and learning teams.  
*January 2022*

## [The Applied Learning Track]

Because this engagement is spaced over ten months and integrates real-life challenges, client cases, and application assignments, participants have the opportunity to immediately put into practice what they learn and the opportunity to expand on their learning when they convene in affinity groups and in the later workshops.

## [The Leadership Community Track]

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

## [The Workshop Track]

Intensive workshop sessions, focused on providing conceptual frameworks, building selected competencies, and introducing tools needed to fulfill the leadership and management roles particular to universities.

The workshops are spaced across six months, each with application assignments to be completed between the sessions. Leaders from sponsoring organizations will be presenting to the cohort as well.



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# 2022 BTAA MOR Leaders Program Themes and Topics

## Individual Development Track

November 2021 - January 2022

- 360, Coaching, Work-on-Self, and Group Work

## Workshop I: Becoming an Agile, Strategic Leader

Feb 8-10, 2022 at Indiana University

- Defining Leadership
- Distinguishing Between Leading-Managing-Doing
- Leaders Create an Inclusive Environment
- Strategic Thinking in a Higher Ed IT Environment
- A Strategic Planning Process
- Strategic Issues for Your Area
- Your Leadership Journey

## Applied Learning Meet Up \*

March 15, 2022 - Virtually

## Workshop II: Leading Change

April 12-13, 2022 - Virtually

- The Leader's Role in Bringing About the Needed Evolution
- Leadership Involves Exercising Influence
- What Neuroscience Teaches Us About Making Sustainable Changes
- Strategies for Leading Changes in Diversity, Equity and Inclusion at Your University

## Applied Learning Meet Up \*

May 17, 2022 - Virtually

## Workshop III: Your Leadership Foundation

June 14-16, 2022 - at University of Iowa

- Emotional Intelligence, How Is Your EQ?
- Mental Models and How They Can Lead to Bias
- Reflections on Identity, Authenticity and Inclusion
- Leadership as Performance Art

## Applied Learning Meet Up \*

July 12, 2022 - Virtually

## Workshop IV: Strategic Talent Development

Sept 21-22, 2022 - Virtually

- Attracting and Developing Talent: Your Most Strategic Asset
- Building a Diverse Workforce
- Addressing Workplace Bias
- Creating a Culture of Inclusion: Everyone's Leadership Imperative  
Leading in a Hybrid Workplace

## Workshop V: Leadership and Ethics

Oct 18-20, 2022 at U Illinois Urbana Champaign

- Why Do Good Leaders Make Unethical Decisions?
- Leader's Need to be Resilient
- Taking Care of Yourself
- Where from Here: Advancing DEI At your Institution
- Continuing your Leadership Journey
- Capstone Event

### Program Dates and Locations

As listed. Please indicate your interest by Nov 3 or sooner.

**Tuition Per Participant:** \$6,800

### Program Team

Laura Patterson, Dr Curtis Odom, Lori Green  
Sean McDonald



*Keeping your head up and noticing what's around you, developing situational awareness, and investing in relationships changes the game. ...Be relentless in improving the things that matter and be relentless in not spending your time on the things that keep us status quo.*

Jaci Lindburg, PhD  
University of Nebraska

\* Applied Learning Meet Ups allow participants to do a deeper exploration on topics of interest from the workshops.

[ CLIENTS ] Indiana University | University of Iowa | University of Wisconsin | Lincoln Lab | Colby College | MIT | Rutgers | NYU | Yale University | Cornell University | Stanford University | Middlebury College | Carnegie Mellon University | Princeton University | UC Berkeley | Penn State University | Notre Dame | Florida State University | University of Michigan | Harvard University | Rice University | Michigan State University | Vassar College