About the Program

MOR Associates believes that the potential for leadership lives within everyone. Fundamental to this belief is the idea that leadership can arrive through personal choice and individual action rather than organizational authority. This program is designed to unlock this leadership potential in individuals regardless of their title or position.

Program Objectives

This MOR Lead From Where You Are program has been designed for our current context. We recognize that work is done across a spectrum of conditions. Some groups are back on-site while others continue working remotely. Even the concept of team has been altered. In fact, the whole future of work remains uncertain. We recognize that these new realities will continue to cascade across our organizations. For these reasons, this program is built upon the following objectives:

- Develop mindset, skillsets, and toolsets to become more effective leaders within their teams and across the broader organization.
- Build effective, inclusive, and adaptive teams that can readily meet any challenge in a volatile environment.
- Relate more effectively to others in order to reduce conflict, foster teamwork, and create openness and trust.
- Adapt readily to changing conditions by understanding the forces and trends that provoke never-ending waves of organizational evolution.
- Enhance the user experience (U/X) so that “valued partner” becomes the norm.
- Deploy “soft-power” skillsets to overcome the invisible forces of politics and culture.
- Create new relationships so that communities form around challenges, goals, and mutual support.

Program Design

The program provides learning opportunities encompassed in four tracks:

[The Workshop Track]

Multi-day workshops, spaced over eight months, focus on building competencies that the program’s sponsor(s) agree are needed to fulfill leadership roles.

[The Applied Learning Track]

Participants apply what they learn to their current work and they engage in small experiments to test out new approaches. Five scheduled small group meetups between the workshops allow participants to deepen their learning, reflect upon and share success, and brainstorm new approaches to obstacles. Further, participants may meet in project teams to delve into a topic relevant to their organization’s strategic objectives and to apply and share observations and feedback regarding group process, group dynamics, and team work.

[The Individual Development Track]

Each participant will create and pursue an individual development plan. The process includes 360° feedback, a self-assessment, and establishing and tracking personal goals on MOR’s My Leadership portal. Individuals work with an executive coach and receive a number of one-to-one coaching sessions. This component supports participants in doing the “work on self” that is a critical component of the program.

[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; and participants are assigned peer coaches. The bonds formed during the program become critical 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.
Program Themes and Topics

**Session 1 • Developing Mindset and Skillset to Lead From Where You Are**
- Understanding the Concept of Lead from Where You Are
- Framing the Right Mindset
- Communication is a Core Competency
- Developing a Leadership Presence – Virtual and In Person
- Leadership Skills, Goals, and Practices for LFWYA

**Session 2 • Optimizing Teams in a Virtual Environment**
- Building a Foundation of Inclusion and Safety
- The Six Elements Team Resiliency
- Better Team Meetings: Group Processes that Work

**Session 3 • Strategic Thinking and Soft Power**
- Strategic Thinking
- What are the Forces and Trends Driving our Future?
- Politics and Cultural Savvy
- Change and Growth Mindset
- Soft Power and Influencing Strategies

**Session 4 • Emotional Intelligence and Influence**
- Emotional Intelligence
- Planning and Conducting a Challenging Conversations
- Presenting for Impact Using SUCCES
- Soft Power is how you get things done in the absence of authority

**Session 5 • Our Disruptive World: Respond and Adapt**
- “Become” the 3 A's: Adaptive, Agile, and Aligned
- Use Strategic Tools to Understand the Future
- Mapping Your Network Diversity Lens with a Diversity Lense
- Your Value Proposition

**Session 6 • Bringing These Lessons Forward**
- Your Personal Plan Going Forward
- Developing Resiliency and Confidence on An Ever-Changing Campus
- Team Presentations and Capstone Celebration

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**Leading From Where You Are**

means you are taking initiative and exercising leadership and influence in order to meet organizational goals, regardless of your role or position in the workplace.

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