



Kellogg Community College, the College of DuPage, and the Academy for Leadership and Development want to extend an invitation to your college to participate in the Great Lakes Leadership Academy to be held at Kellogg Community College, October 5-10, 2008. The second week of the program will be held at College of DuPage, October 4-9, 2009.

Kellogg Community College and the College of DuPage will be serving as our hosts for this leadership development program. The Academy for Leadership and Development, a program of the Chair Academy, has worked with over 6,000 leaders from colleges and universities worldwide over the past 16 years. This program will help you to address the large number of leaders who are retiring from your college and allow you to develop talent management plans and “grow” your future leaders.

The registration fee for this year-long leadership training program is \$1705 for both weeks of training. This fee includes ten days of residential leadership training, components associated with an extensive yearlong practicum, coaching/mentoring component, online support services, and meals associated with the first week of training (five continental breakfasts, five luncheons, two dinners, and daily refreshment breaks). Lodging fees are additional.

We have enclosed an information packet for your use. You may also want to visit the Great Lakes Leadership Academy webpage at <http://www.mc.maricopa.edu/community/chair/academy/greatlakes08-09/classindex.html> for online registration. We will invoice your participant upon receipt of their registration.

The Academy for Leadership and Development is looking forward to working with your organizational leaders. If you have any questions or would like additional information, please do not hesitate to contact the Chair Academy at 480-461-6270 or via email at [leadershipacademy@mcmail.maricopa.edu](mailto:leadershipacademy@mcmail.maricopa.edu).

Sincerely,

Dr. Gary Filan, Executive Director  
The Chair Academy  
Mesa, AZ



A C A D E M Y



## Great Lakes Leadership Academy

Week 1: October 5-10, 2008 at Kellogg Community College

Week 2: October 4-9, 2009 at College of DuPage

### The Art of Mastery

Researchers have spent years investigating the demands, multiple roles, and critical nature of organizational leaders in post-secondary institutions. The result of the research indicates agreement that leadership in post-secondary institutions is complex and multidimensional. Given the research trends over the past thirty years and the current range of issues facing post-secondary education in the first decade of the 21st century, it appears logical to predict an increase in role demands and complexity for educational leader.

How do we prepare leaders who understand themselves, know how to build relationships, have the skills to develop and work with teams, think and plan critically and strategically, and connect their communities? This kind of systemic change in leadership training and development needs a strong program. Participants require an intellectual base on which to build their leadership responsibilities.

Leadership training must be carefully designed to broaden the participant's knowledge of leadership theories and principles, as well as develop supervisory and managerial skills. Training must help participants apply leadership concepts, practices, and processes as they relate to the needs of actual work situations. Training can not be conducted in a format that is isolated or disconnected from the participant's experiential world or the context of their reality. Training must be problem-based, with a situated learning environment rich with authentic applications and assessments. To this end, mentoring and coaching for success are keys to effective leadership training.

The Academy for Leadership and Development, hereafter referred to as the Academy, offers opportunities to acquire and understand major research and theoretical developments in leadership. Participants have opportunities to develop proficiency in selecting, integrating, and applying appropriate concepts from social and behavioral science and adult education in formulating and implementing approaches to leadership problems and issues. The Academy provides a systems approach to transformational leadership. The program is dedicated to long term change.

The Academy training is built upon a foundation of leadership research, theory, skills, and best practices. Training occurs over time with measured outcomes. Leaders are mentored and coached during the Academy by experienced Academy coaches. Leaders are networked with mentors on their campuses and colleagues from their leadership class. On-going personal and electronic conversations keep leaders connected to each other, their campuses, experienced leaders, and the Academy.

The Academy works to convert the end goals of training programs into a working reality. The Academy empowers people to soar, to sail, and to step forward bravely into the unknown.

The program will be designed to provide the leadership theories, practices, and skills needed to support leaders, and those striving to become leaders, to lead their respective departments/areas and colleges/universities more effectively. This program is designed to be inclusive and focus on leadership at all levels in the organization. It is designed to create a dialogue that leads to discovery, new knowledge, innovation, and ultimately to both individual and organizational transformation.

## Who Should Attend?

Post-secondary institutions are invited to participate. Enrollment is limited to 54 participants per leadership training program. Limiting enrollment allows for a variety of active and collaborative learner-centered activities to be incorporated.

The Leadership Academy also advocates that leaders who participate in the program be provided additional on-going professional development opportunities after completing this training program. Several other components that are essential for a successful college succession and leadership development plan include an on-going mentoring program and additional professional growth opportunities for expanding their leadership roles and responsibilities within and outside the college.

## Program Design

Based on the concept of training-over-time, this program allows participants to thoroughly understand, internalize, and apply leadership concepts and skills. The overall focus of the program will be to establish a high quality, cost-effective succession and leadership development program which utilize a skills-based approach, grounded in sound theoretical leadership concepts, principles, and practices. Four basic criteria are incorporated in both the design and delivery of all leadership topic areas: active engagement of participants, meaningful and relevant curriculum content which is useful and applicable to learning in the job setting, and measurable training outcomes.

## Program Elements

1. Ten full-day leadership sessions scheduled over one year (i.e., an initial 5-day session followed a year later by a concluding 5-day session).
2. A year long practicum experience between training sessions with support and guidance provided by self-selected college mentors, an Academy liaison, and coach: The practicum includes:
  - Individualized Professional Development Plan (IPDP) – Participants will develop and implement individualized action plans (IPDP) to address the leadership topics and skills covered in the first training session. Participants will expand their IPDP to include the other leadership topics covered during the second training session.
  - Mentoring Program – Participants will choose a college mentor who will provide support, guidance, and feedback regarding their IPDP. In addition, an Academy liaison and coach will provide further guidance and support. Participants will also select a “Program Buddy” for peer support during their practicum experience.
  - Reflective Practice and Journaling – During the practicum experience, participants will be encouraged to reflect upon their work experience and their IPDP on a regular basis. Reflection will help them to establish a benchmark journal of where they are now; determine what they have learned from their leadership activities/experiences, and what they will do as a transformational leader in the future.
  - Electronic Connection – Participants will be able to electronically engage in an on-going dialogue with fellow participants through our Academy listserv. Monthly leadership issues will be sent by the Academy. Additional leadership content, which reinforces and enhances the learning experience during the practicum experience, will also be provided. The participants’ mentors and their immediate supervisors will be linked electronically and the Academy will provide them with program information and support as well.

- Leadership Surveys – Using online 360-degree evaluation tools, the program outcomes evaluate participant growth and development are measured using pre, interim and post leadership survey instruments. These evaluations are measured over an eighteen month period of time.
- DiSC Classic 2.0 - Facilitates understanding of Work Behavioral Styles. This gives participants the opportunity to understand the strengths associated with their own work style and the work styles of others.
- Clifton StrengthsFinder – This survey, which will be completed online, will help you to identify and understand your talents and strengths. The survey will list your top five Signature Themes. These themes are unique to each individual who completes this survey.
- Graduate Credit – Nine hours of on line graduate level credit is available for successful completion of the program competencies from three on-line universities.
- Academy Certificate of Completion – Each graduate of the program receives a framed Certificate of Completion listing the program competencies as well as an Academy Leadership pin, recognizing their efforts and successful attainment of program competencies.

#### Topics Include:

- Complex Role of the Organizational Leader
- Work Behavioral Styles
- Leadership Assessments: Academy Surveys
- Building Effective Work Teams
- Strategic Planning and Scenario Thinking
- Managing Conflict Productively
- Leadership Practicum
- Facilitating, Integrating, & Celebrating Strengths
- Dimensions of Leadership
- Leading and Managing Change
- Leader as Manager
- Valuing Diversity & Cultural Competence
- Recognizing and Celebrating
- Hiring and Orienting for Excellence
- Coaching, Developing, & Talent Management
- Leading Part-Time Staff

A detailed overview of each topic (The Path toward Transformational Leadership) is contained at the end of this information packet).



### Great Lakes Leadership Academy

Week 1: October 5-10, 2008 at Kellogg Community College

Week 2: October 4-9, 2009 at College of DuPage

#### Registration Fees

Registration fees for training are made payable to the Chair Academy and are as follows:  
Full Payment = \$1705

#### Program fee includes:

- Week 1 and Week 2 residential sessions
- Meals associated with training (continental breakfasts, five luncheons, two dinners, and daily refreshment breaks)
- First and second week training manuals
- Learning/leadership instruments
- Yearlong practicum with support from an Academy liaison and coach
- 360° leadership surveys – 18-month measurement
- DiSC Classic 2.0
- Clifton StrengthsFinder
- Graduation ceremony (includes Certificate of Completion & Academy Leadership pin)

The first week begins on Sunday, October 5, 2008 at 2:00 PM and ends on Friday, October 10, 2008 at 12:30 PM.

#### Meals

Meals associated with the program (continental breakfasts, five morning breaks, five lunches, three afternoon breaks and two dinners) are included in the registration fee.

#### Lodging

Holiday Inn Battle Creek  
12812 Harper Village Drive  
Battle Creek, MI 49014  
Hotel Front Desk: 1-269-979-0500  
Hotel Fax: 1-269-979-0501

Room: \$109/night (plus taxes; single or double)

Registration Code is: Great Lakes Leadership Academy



**Great Lakes Leadership Academy**  
Week 1: October 5-10, 2008 at Kellogg Community College  
Week 2: October 4-9, 2009 at College of DuPage

Please fill out the information below and return to [leadershipacademy@mcmail.maricopa.edu](mailto:leadershipacademy@mcmail.maricopa.edu) or fax this form to 480-461-6275. You can also register online at:  
<http://www.mc.maricopa.edu/community/chair/academy/greatlakes08-09/glregistration.html>

**Participant Information**

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_ MI: \_\_\_\_\_  
Title/Position: \_\_\_\_\_ College: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Wk Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Home Phone: \_\_\_\_\_  
Email Address: \_\_\_\_\_  
Supervisor's Name: \_\_\_\_\_  
Supervisor's Email: \_\_\_\_\_

**Registration Fees**

- Full payment of \$1705
  - Includes the following meals: continental breakfasts, 5 luncheons, 2 dinners, and daily refreshment breaks
  - Meal fees for Week 2 will be assessed prior to the second week program

**Method of Payment (All funds must be paid in U.S. Dollars)**

Visa     MasterCard     AmEx     Discover  
Card Number: \_\_\_\_\_ Expiration: \_\_\_\_\_  
 Check (payable to: The Chair Academy)     PO: \_\_\_\_\_

**REFUND INFORMATION** – Registration fees are refundable at 75% 30 days prior to the start of the Academy. Registration fees are non-refundable after that time.  
**TRANSFER INFORMATION** – Registration fees are transferable to any other Academy program.

## Leadership Academy Sample Week 1 Schedule

### Sunday

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2:00–2:30 pm	Registration and refreshments
2:30–4:15	Welcome, introductions, and program overview
4:15–4:30	Refreshment break
4:30–6:30	Welcome (cont'd)
6:45	Group dinner

### Monday

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7:00–8:00 am	Breakfast
8:00–8:15	Good news and overview of today's activities
8:15–10:15	Complex Role of the Organizational Leader
10:15–10:30	Refreshment break
10:30–11:00	Complex Role (cont'd)
11:00–12:00	Authentic Assessment and Developing Your IPDP for Complex Role
12:00–1:00 pm	Lunch
1:00–2:45	Work Behavioral Styles
2:45–3:15	Refreshment Break
3:15–5:00	Work Behavioral Styles (cont'd) and Authentic Assessment & IPDP
6:00	Dinner on your own

### Tuesday

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7:00–8:00 am	Breakfast
8:00–8:15	Good news and overview of today's activities
8:15–10:15	Leadership Assessments
10:15–10:30	Refreshment break
10:30–12:00	Leading & Managing Effective Teams & Work Groups
12:00–1:00 pm	Lunch
1:00–2:30	Leading Effective Teams (cont'd)
2:30–3:00	Refreshment break
3:00–5:00	Leading Effective Teams (cont'd) and Authentic Assessment & IPDP
6:00	Dinner on your own

### Wednesday

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7:00–8:00 am	Breakfast
8:00–8:15	Good news and overview of today's activities
8:15–10:15	Strategic Planning and Scenario Thinking
10:15–10:30	Refreshment break
10:30–1:00	Strategic Planning (cont'd)
1:00 pm	Lunch
	<i>Half day off for Reflection &amp; Networking</i>

### Thursday

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7:00–8:00 am	Breakfast
8:00–8:15	Good news and overview of today's activities
8:15–10:00	Strategic Planning (cont'd)
10:00–10:15	Refreshment break
10:15–12:00	Strategic Planning (cont'd) and Authentic Assessment & IPDP
12:00–1:00 pm	Lunch
1:00–2:30	Managing Conflict Productively and Engaging in Crucial Conversations
2:30–3:00	Refreshment break
3:00–5:00	Managing Conflict (cont'd) and Authentic Assessment & IPDP
5:00–5:30	Information about the graduate credit option
6:00	Dinner and party - Bring your college t-shirts for the t-shirt exchange

### Friday

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7:00–8:00 am	Breakfast
8:00–8:15	Good news and overview of today's activities
8:15–10:00	Scenario Practice: Integrating Effective Communication, Managing Conflict (cont'd)
10:00–10:15	Refreshment break
10:15–11:00	Practicum Discussion
11:00–12:30	IPDP Development, Summary, & Program Evaluation
12:30 pm	Lunch

## Leadership Academy Sample Week 2 Schedule

### Sunday

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2:30-3:00 PM	REGISTRATION
3:00-6:00	Welcome Reflection, Past, Present & Future Continuing Our Development of Strengths Based Leadership
6:00 pm	Dinner on your own

### Monday

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7:00-8:00 AM	Breakfast at the hotel
8:00-8:15	Good news & overview of today's activities
8:15-10:15	Facilitating, Integrating, & Celebrating Strengths
10:15-10:30	Refreshment break
10:30-12:00	Facilitating, Integrating, & Celebrating Strengths (cont'd)
12:00-1:00 PM	Lunch
1:00-3:00	Dimensions of Leadership
3:00-3:15	Refreshment break
3:15-5:00	Dimensions of Leadership (cont'd)
6:00	Group Dinner

### Tuesday

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7:00-8:00 AM	Breakfast at the hotel
8:00-8:15	Good news and overview of today's activities
8:15-10:00	Dimensions of Leadership (cont'd)
10:00-10:30	Refreshment break
10:30-12:00	Leading & Managing Change
12:00-1:00 PM	Lunch
1:00-3:00	Leading & Managing Change (cont'd)
3:00-3:15	Refreshment break
3:15-5:00	Leading & Managing Change (cont'd)
6:00	Dinner

### Wednesday

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7:00-8:00 AM	Breakfast at the hotel
8:00-8:15	Good news and overview of today's activities
8:15-9:15	Leadership Assessments: Academy Surveys (MLQ & LSPS)
9:15-10:15	Leader as Manager
10:15-10:30	Refreshment break
10:30-1:00	Leader as Manager (cont'd)
1:00	Lunch <i>Half day off</i>

### Thursday

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7:00-8:00 AM	Breakfast at the hotel
8:00-8:15	Good news and overview of today's activities
8:15-10:15	Valuing Diversity & Cultural Competence
10:15-10:30	Refreshment break
10:30-11:00	Valuing Diversity & Cultural Competence
11:00-12:00	Leading Part-Time Staff
12:00-1:00 PM	Lunch
1:00-2:00	Leading Part-Time Staff (cont'd)
2:00-3:00	Hiring & Orienting for Excellence
3:00-3:15	Refreshment break
3:15-3:45	Hiring & Orienting for Excellence (cont'd)
3:45-5:00	Coaching, Developing, & Talent Management
5:00	Dinner and party! Bring your gifts for the gift exchange

### Friday

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7:00-8:00 AM	Breakfast at the hotel
8:00-8:15	Good news and overview of today's activities
8:15-9:00	Coaching, Developing, & Talent Management (cont'd)
9:00-10:15	Recognizing & Celebrating
10:15-10:30	Refreshment break
10:30-11:30	Recognizing & Celebrating (cont'd)
11:30-12:00	Program reflections, evaluation
12:00-1:00	Closing & Graduation



## THE PATH TOWARD TRANSFORMATIONAL LEADERSHIP: PROGRAM TOPICS

We welcome you to join us on **The Path Toward Transformational Leadership**. Our journey will include two week-long residential session, an Individual Professional Development Plan, Practicum, Mentoring, and Coaching.

During our **First Week of Residential Seminars**, we will build a community of leaders working together toward effective leadership. Our conversations will focus on knowledge, skill, and best practices in leadership. We will explore salient themes and set forth **Individual Professional Development Plans** as a part of a **yearlong Practicum** where **Mentors** and **Coaches** will help us along on our journey.

Our first seminar, **Understanding Self and Others** will facilitate understanding of **Work Behavioral Styles**. We will have the opportunity to understand the strengths associated with our work style and the work styles of others. We will also have the opportunity to learn effective strategies to bring out the best in others and to blend your work style to most effectively communicate with others.

**Developing Your Individualized Professional Development Plan (IPDP)** is designed to allow you to reflect on and assess the leadership concepts and skills discussed in each seminar. For each leadership seminar, you will have the opportunity to develop action plans (IPDPs) that contain specific, measurable objectives that will be directly related to your particular leadership roles and responsibilities.

Our next seminar, **Complex Role of the Organizational Leader**, acknowledges the multiple roles leaders play, both at work and home. These roles are complex and frequently make conflicting demands. Specific emphasis will be placed on the need to maintain balance while juggling the multiple demands for time and relationship management and personal health and wellness. We will discuss and develop knowledge and skill in the Principle-Centered Approach to Communication for the explicit purpose of fostering caring and productive interactions and relationships and give you the opportunity to develop or refine your personal and professional mission statements.

The Academy is dedicated to helping you gather, analyze, and act on feedback about your leadership. **Leadership Assessments** provide an opportunity to discuss the Multi-Factor Leadership Questionnaire and the Leadership Skills Perception Survey 360 surveys used by the Academy to gather feedback on your leadership behavior and skills. You, your supervision, and your colleagues will have completed the Pre-Assessment of these surveys online prior to attending the first residential session. During this session you will analyze your feedback and set goals for yourself based on the feedback from these surveys.

**Leading and Managing Effective Work Teams** offers investigations and insights into critical concepts about teams. We will explore team roles, behaviors, communication, and leadership. Specific communication skills for giving and receiving feedback will be integrated into this seminar. Effective leadership of team meetings, leading our team to consensus, and assessing team effectiveness will be discussed. We will close this seminar with a discussion of the importance of providing ongoing recognition and celebration of our team's performance.

**Strategic Planning and Scenario Thinking** provides multiple pathways for Academy participants. If you can benefit from a detailed discussion with specific knowledge and skill in how to write a mission statement, identify goals and priorities, and achieve measurable results, that path will be available to you. If your leadership journey already includes significant experience in Strategic Planning and Scenario Thinking, you will be invited to participate in a dialogue and discussion of the Appreciative

Approaches to Strategic Planning, the Academic Quality Improvement Processes, and the Successes and Challenges in Strategic Planning Processes.

**Managing Conflict Productively and Engaging in Crucial Conversations** will provide knowledge, skill, and specific strategies for increasing our effectiveness as leaders in challenging situations. The Mindful Approach to Managing Conflict Productively will provide a pro-active framework for dealing with the daily challenges of situations and conversations. Opportunities to learn and practice a repertoire of communication skills for engaging in crucial conversations will enhance leadership effectiveness.

The **Practicum and Leading and Learning** bring conversations for the first week of residential development to a close. The **Practicum** is perhaps the most important seminar of the program. During this seminar we will focus on individual areas of growth and self-exploration. Discussion on implementing IPDP, reflective practice and journaling, electronic networking, and mentoring and coaching will provide each member of the Academy with the optimal situated leadership learning experience.

During the seminar on **Leading and Learning** we will experience a learning style survey with specific applications to the learning styles of those within the community. This discussion helps each member of the community begin to wrap-up their learning during the first residential session and personalize experiences for the yearlong Practicum.

After the yearlong Practicum, we will return for your second week of leadership development. The **Second Week of Residential Training and Development** begins by getting reconnected as a learning community and sharing practicum experiences. During **Leading and Learning: Practicum Reflections**, we will share the experiences of the yearlong Practicum.

**Facilitating, Integrating, and Celebrating Strengths** provides an opportunity for leaders to identify their talents and potential strengths by completing the Clifton StrengthsFinder online survey. The session will start with a focus on you and your unique themes, talents, and strengths through an analysis and discussion of the results from the Clifton StrengthsFinder Survey. This seminar is the foundation of the 2<sup>nd</sup> week of training and development. Concepts, knowledge, and skills related to strengths are integrated throughout the 2<sup>nd</sup> week of seminars. With each seminar we will layer your learning and deepen your understanding, knowledge, skill, and applications of talents and strengths - yours and others'.

**Dimensions of Leadership**, the first of eight new topic areas for the second week of seminars, we will see that the leadership choices we make in one situation are often quite different than the most effective choices for other situations. Completing the Dimensions of Leadership Profile will provide insights into situational leadership.

We will revisit the **Leadership Assessments: Multi-Factor Leadership Questionnaire (MLQ)** and the **Leadership Skills Perceptions Survey 360 (LSPS)**. Prior to attending this second residential session you, your supervisor, and colleagues will have completed the Interim-Assessment of the MLQ and LSPS. The feedback you received on your pre-assessment and interim-assessments will be made available to you for analysis and discussion. You will have the opportunity to set goals for your continued leadership growth and development leading to the post-assessment process which will occur six months after this second residential session.

With the numerous changes taking place at post-secondary institutions around the world, **Leading and Managing Change** will help us better understand the change process. Examination of key issues such as resistance to change, change readiness, steps in the change process, and communication skills for leaders and managers of change will better prepare us for the increasing demands for leaders and managers of change.

**The Balance of Management and Leadership** challenges those of us who lead in post-secondary organizations to explore the characteristics of great managers and great leaders. We will investigate key questions related to excellence in management and leadership and learn specific strategies to bring out the best in our colleagues, staff, and faculty through effective communication, leadership, and management strategies.

The next seminar focuses on the positive and multi-dimensional perspectives of **Valuing Diversity & Cultural Competence**. Conversations in this seminar provide growth opportunities for understanding, appreciating, and celebrating unique, individual, and diverse contributions to teams and organizations. We will discuss strategies to create diverse team and organizational cultures that encourage acceptance and celebration of individuals and diversity.

**Leading Part-Time Faculty and Staff** is a critical issue facing post-secondary institutions. In this seminar will examine the challenges of hiring, supervising, and including part-time staff on teams and within the organization. Using the dimensions of leadership, communication, and steps in leading change, we can advance and share specific strategies for leading part-time staff.

The seminar on **Hiring and Orienting for Excellence** investigates key components of effective selection and hiring systems. We will discuss best practices in post-secondary institution staff orientation and set goals for implementing orientation strategies best suited to our institutional culture.

**Coaching and Developing for Exemplary Performance and Outcomes** is a seminar devoted to developing our coaching skills as leaders and managers. A specific set of coaching skills and a discussion of best practices in mentoring provide essential skills for bring out the best in all our faculty, staff and colleagues. Best practices in Staff and Professional Development will be shared and discussed. Opportunities to share appraisal processes and strategies of coaching staff through the life cycle of their professional careers will be offered.

Our Academy journey culminates with conversations on **Recognizing and Celebrating Values and Victories**. Key components of recognizing and celebrating for excellence—setting clear standards, expecting the best, paying attention, personalizing recognition, telling the story, demonstrating leadership best practices, modeling learning, and celebrating together—have been integrated and practiced throughout our Academy journey.

This Academy journey closes with a **Graduation Ceremony** that celebrates the difference each member of this community is making and will continue to make for their colleagues, campuses, and communities through transformational leadership.