**Leadership Level 3 Program**

**Level 3 Orientation Sep-Oct**

Cohort participants will be welcomed and have a chance to discuss Level 2 Program development action items and learning applications with the leadership development team. An overview of program level 3 and expectations will be provided, including the 360-degree survey process. Participants will also have their questions answered regarding ongoing learning and leadership development. (1hr)

**Module 1: Leadership Development 360-survey Oct-Nov**

Leadership participants will participate in a leadership 360-survey. The survey process will include a self-survey and feedback from each leader’s direct manager, direct reports, peer/colleagues/coworkers, and others. Feedback results will provide insight into leadership practice strengths and opportunities for development. Feedback reports will be provided to the participants and the results will be used to target development opportunities for this phase of the training.

**Part 1:** **360-Survey Debriefing Session**

This learning session will provide a general overview of the leadership 360 model and report results. Leaders will review and prioritize potential development plan action items. (2hrs)

**Part 2: 360-Based Leadership Development Training Session** (3hrs)

Participants will explore each practice area of the leadership model. The session will include resources, leadership practice exercises, job aids, and peer coaching discussions that support the initial development of each practice area. Learning objects will be based on the selected leadership practice model and 360-survey tool.

**Personal Leadership Development Plan Learning Activities Ongoing**

Each leader will create a personal leadership development plan that includes development resources related to learning from others, learning from the education/classroom/training, and learning from experience (on the job assignments). Activities will be completed based on plan target dates and reviewed in the group coaching sessions.

**Leadership Group Coaching Process Nov-May**

Coaching groups will receive monthly leadership assignments that may include articles, pod casts, biz library course/activities, LinkedIn learning, Ted Talks, etc. to complete with their peer coaches prior to the leadership group coaching session. Content will be determined based on leader, coaching group, and organizational needs.

**Peer-based Leadership Mentoring Oct-May**

Cohort one participants will continue mentor meetings with cohort two participants. Mentoring will serve to build relationships across campus, discuss learning applications from the leadership training program, and share best practices to improve personal/team/organizational leadership results. Mentors may meet one to one in addition to small group meetings and participation in specified coaching sessions.

**Financial Management Training Module Feb-Mar**

Leaders at all levels in higher education are facing increased demand to manage more efficiently, improve productivity, and remain student-centered.  Resources must be fully leveraged, and waste eliminated to remain competitive.  A basic working knowledge of financials and budgeting is necessary to make sound decisions.

Improving your financial management will allow you to better justify requests and translate performance into financial terms. You’ll be able to quantify your department’s contribution to the organization—and your own. You’ll communicate more effectively with your supervisors and other stakeholders about financial results achieved and those you plan to deliver.

**Learning Objectives:**

●        Identify the advantages of analyzing financial information.

●        Understand the purpose and benefits of higher education budgets.

●        Learn how to read the SUNY Geneseo annual financial report

* Grasp an overview of the structure of campus operating funds and funding sources

**Level Completion Celebration May**

Participants will gather for an in-person celebration and ceremony for the completion of the inaugural segment of the leadership journey. Each participant will share their initial development/career plan and receive feedforward from their coaching group colleagues. (1hr)