**Leadership Level 1 Program**

**Level 1 Orientation**

**DATE and TIME**

**Doty Tower Rm 300**

New cohort participants will be welcomed and have a chance to introduce themselves and connect with cohort colleagues, the leadership development team, and mentors. An overview of the program and expectations will be provided. Participants will also have the opportunity to have their questions answered. (1.5hrs)

**Leadership Group Coaching Process Monthly**

Cohort participants will be placed into peer coaching groups (4 members in each group). Groups will be determined based on diversity of participants including DiSC styles, departments/roles, gender, ethnicity, etc. Coaching groups will lead by the program leadership coach and will be scheduled following each of the learning modules. (1.5hrs)

**Learning & Development Objectives**

* Reinforce module learning objectives and the application of the learning to the work
* Peer-based leadership problem solving and feedforward to support each other’s success
* Enhance leadership effectiveness through coaching assignments and best practice sharing

**Peer-based Leadership Mentoring Monthly**

Previous cohort participants will serve as mentors and be assigned to each coaching group. Mentors will be available to provide insights and guidance regarding the program and any areas of expertise that supports participant learning and growth. Mentors may meet one to one in addition to small group meetings and participation in specified coaching sessions. (30min)

**Module 2: Catalyst DiSC Putting Your Leadership & Communication Style to Work** (Coach Bob)

**DATE, Three hour block**

**Doty Digital Seminar Rm, 302e**

Leaders will complete a Catalyst DiSC online self-assessment and set-up a profile on the learning platform to access their report information and apply the DiSC resources. The session will include a DiSC model overview, assessment report debriefing, and selection of a DiSC-based strategy to implement to improve results. (3hrs)

**Learning Objectives**

* Understand the DiSC behavioral/communication style model
* Identify your personal DiSC style and how it impacts your leadership
* Be able to recognize other styles
* Be able to adapt your style to improve workplace relationships and communication

**Module 2: Equity Minded Leadership** robbie routenberg, Chief Diversity Officer

**DATE, Three hour Block**

**Doty Digital Seminar Rm, 302e**

Module participants will explore Social Identity Groups. Social identity groups are based on the physical, social, and mental characteristics of individuals. They are sometimes obvious and clear, sometimes not obvious, and unclear, often self-claimed and frequently ascribed by others. As distinct from other types of identities, society is constructed to advantage/ disadvantage people based on membership (or

assumed membership) in social identity groups. (3hrs)

**Learning Objectives**

* Understand social identity and how it impacts leadership and your workplace
* Utilize the social identity profile to enhance your self-awareness and ability to lead equitably
* Apply the concepts and learning to your leadership approach to improve your effectiveness

**Module 3: Organizational Awareness and Leading People Modules Feb/Mar 2022**

The learning modules will include cabinet member career stories and discussion, SUNY representative presentation on governance, and an explanation of organizational hierarchy as it relates to communication and career development.

**Part 1: Campus Leadership & Organizational Structure**  Julie Buehler, VP for Finance and Administration

**DATE, Two-hour Block**

**Doty Digital Seminar Room, 302e**

**Part 2: SUNY Governance and Leading a Unionized Team**

DATE, 1 hour Block (virtual)

VIA Zoom with SUNY Employee Relations Valerie Ayers, Associate Vice Chancellor and Senior Managing Counsel for Employee Relations

**Part 3: Cabinet Member Career Paths & Discussion** (1hr)

**Learning Objectives**

* Develop and implement a career development plan for growth in your current role as well as preparation for others
* Understand the SUNY/College structure, policies, and processes important to leadership success
* Increase awareness of leadership levels and roles across campus

**Module 4: Performance Management & Employee Relations Sep 2022**

The learning module will provide insight into performance management best practices in a unionized environment. (3hrs)

**Learning Objectives**

* Ability to utilize performance management tools and resources with team members
* Understand and apply performance management best practices to ensure compliance and consistency
* Improve team member performance and results

**Module 5: Group Projects Feb-Apr**

Cohort 1 Examples

* DEI in Action
* Campus Collaboration
* Career Awareness & Mentoring

**Practice Presentation Session (1hr)**

Coaching groups will present their projects to colleagues as a practice run. Colleagues will evaluate presentations and provide feedback to be incorporated in the final presentation.

**Presentations to Cabinet (2hrs)**

Coaching groups will present their projects to the cabinet team.

**Learning Objectives**

* Ability to write a high-level executive summary of complicated reports for quick consumption
* Ability to deliver an executive level presentation with a team-based approach
* Ability to work collaboratively across experience level and divisional area with a focused outcome

**Level Completion Celebration Oct 2022**

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)