

# Academic Leadership Academy 2024-25 Curriculum

**What to expect:** ALA sessions will be held on the fourth Friday of every month with occasional exceptions to accommodate holidays and contracts.

Each meeting is expected to be approximately 2-3 hours in length, depending on content. Sessions are listed below as virtual and in-person formats, but that may change based on conditions and speaker availability; we will notify you of any changes as soon as we are able. We will communicate schedule changes to you simultaneously by email and in your cohort's channel in the [Academic Leadership Academy Microsoft Team](#).

**Communication:** Session reminder emails will be sent each month and follow-ups will go out a week later. You'll also receive periodic update emails containing additional reminders and general information.

**Session Pre-work:** On occasion, presenters for any ALA session may provide an additional preparatory task, such as a poll, self-evaluation, or writing prompt for fellows to complete prior to meeting. Our office will make every effort to get that information out to fellows at least two weeks in advance of the session in question.

If you have any questions, please reach out to Joanna Poe in the Team, or by email, at [hf8554@wayne.edu](mailto:hf8554@wayne.edu).

**Session Attendance:** It is expected that ALA Fellows attend each of the monthly seminars for two reasons: 1) this is a cohort-based leadership program that relies on interaction and supportive critique from peers and 2) the curriculum is designed to introduce new skills and review previously introduced skills in a sequential and intentional manner. While we understand that travel, illness, and care-giving needs may interfere with 100% attendance, missing more than one or two of the seminars may adversely impact your own and your cohort's learning.

**Office Hours:** If you have not identified a sponsor or mentor, or both, or need ALA guidance, please make sure to book time to speak with Sara Kacin; check out [Bookings](#) to view her availability and reserve a meeting.

We've broken down the themes of the ALA sessions based on three main subjects, adapted from [Academic Impressions thinking on essential leadership competencies](#), as follows:

- 1 Personal Leadership
- 2 Interpersonal Leadership
- 3 Strategic Leadership
- 4 Group Activity
- 5 Offline Activity / Deliverable (Homework)

## Fall

## 2024

### AUGUST 23, 9:00 am-3:15 pm (in-person, Purdy-Kresge 150)

Enjoy some refreshments before & after our sessions.

**Type: 4**

**Agenda:**

Introductions, meet & greet (*Sara Kacin*) **Type: 4**

Roadmap of the year (*Sara Kacin & Joanna Poe*) **Type: 3**

Mentoring support network, Vulnerability and

Psychological Safety (*Sara Kacin & Joanna Poe*) **Type: 2**

Leadership Project Goal Refinement — Gain an

understanding of how good assessment practices can help you refine your project's goals and evaluate potential assessments to support your work across four project phases. (*Cathy Barrette*) **Type: 3**

Lunch, followed by Provost's welcome **Type: 4**

Leadership Styles (*Marcus Dickson*) **Type: 2**

Brief intro to Hogans concept (*Marcus Dickson*) **Type: 1**

Panel of former ALA fellows **Type: 4**

### SEPTEMBER 27, noon-3 pm (in-person, Purdy-Kresge 150)

Enjoy the provided refreshments or bring a lunch as we chat informally about personal and project-related progress prior to our afternoon session. **Type: 4**

**Session 1:** Empower and Elevate: Mastering Self-Care Strategies for Leadership Excellence — Fellows will acquire valuable insights and practical techniques to prioritize their own self-care, enhance their leadership abilities, and establish a culture of well-being within their respective departments. (*Shantalea Johns*) **Type: 1**

**Learning objectives:**

- Identify leaders' unique challenges and how self-care can mitigate stress and burnout.
- Explore a range of evidence-based self-care techniques tailored to the demands of leadership roles.
- Develop mindfulness practices to increase self-awareness,

reduce stress, and enhance decision-making abilities.

- Learn how to model self-care behaviors and inspire others to integrate self-care practices into their leadership roles.

**Session 2:** Leadership vision statement intro (*Christine Jackson*) Purpose-driven leaders are guided by a clear and compelling vision, which enables them to make focused decisions, set meaningful goals, and prioritize actions that align with their purpose. We'll introduce you to the concept, and the first of several worksheets that will help you clarify your unique leadership vision by exploring core values, reflecting on critical life events, and gaining inspiration from influential role models. We'll bring it all together in a longer workshop at the end of the year. **Type: 1**

**Homework:** Core values handout. **Type: 5**

## OCTOBER 11, noon-3 pm (in-person, Purdy-Kresge 150)

Enjoy the provided refreshments or bring a lunch as we chat informally about personal and project-related progress prior to our afternoon session. **Type: 4**

**Session 1:** Navigating Conflict with Confidence: Building Skills for Effective Communication — Conflicts and difficult conversations are unavoidable in personal and professional settings. To maintain healthy relationships and promote growth, it is important to manage conflicts constructively. This workshop equips participants with

techniques and strategies to navigate conflicts, engage in difficult conversations, and find mutually satisfactory resolutions.

Through exploring conflict dynamics, learning communication tools, and practicing conflict resolution, the workshop empowers individuals to see conflicts as opportunities for growth and strengthening relationships. (*Christine Jackson, Loreleigh Keashly*) **Type: 2**

**Homework:** Hogan Personality Inventory. **Type: 5**

## NOVEMBER 22, noon-3 pm (in-person, Purdy-Kresge 150)

Enjoy the provided refreshments or bring a lunch as we chat informally about personal and project-related progress prior to our afternoon session. **Type: 4**

**Session 1:** Developing Yourself as a Leader— Self-awareness and understanding your ‘why’ is vital to your

leadership journey; in this session, participants will take some time to explore their aspirations, motivations, and strengths in a supportive and encouraging environment.

(*Amanda Bryant-Friedrich*) **Type: 1**

**Homework:** Critical life events handout. **Type: 5**

## DECEMBER 13, noon-3 pm (in-person, Purdy-Kresge 150)

Enjoy the provided refreshments or bring a lunch as we chat informally about personal and project-related progress prior to our afternoon session. **Type: 4**

**Session 1:** Mastering Project Management

In today’s rapidly evolving academic landscape, effective project management is essential for achieving success and fostering innovation. As aspiring leaders, this session will empower you with the strategies needed to excel at executing small and large-scale projects and producing high quality deliverables. (*Darryl Gardner*) **Type: 3**

**Key Takeaways:**

- Strategic Project Planning: Learn how to align projects with

the institution’s goals and mission, ensuring that your efforts contribute to its long-term success.

- Effective Resource Management: Discover techniques for optimizing resources, including personnel, time, and budget, to maximize project outcomes while maintaining fiscal responsibility.

- Stakeholder Engagement: Gain insights into building strong relationships with diverse stakeholders, from faculty and staff to administrators and students, to ensure buy-in and support for your initiatives.

- Technology Integration: Leverage modern project management tools and technologies to streamline processes, enhance collaboration, and track project progress effectively.

# Winter

# 2025

## JANUARY 24, 1-3 pm (VIRTUAL)

Virtual sessions are shorter, the better to avoid Zoom fatigue; turn off the camera and take breaks as needed.

**Session 1:** Fairness at Work: What, Why, and How (*Amanuel Tekleab*) **Type: 2**

**Learning objectives:**

- Describe what fairness is
- Explain why we care about fairness
- Describe the types of fairness
- Strategies to maintain fairness

**Session 2:** Building Trust for Authentic Relationships — Trust forms the foundation of healthy relationships, whether

personal or professional. During this workshop, participants will gain essential knowledge and practical strategies for establishing, nurturing, and repairing trust. We will discuss the significance of trust, learn effective trust-building methods, explore our own trust propensity, and provide guidance on how to repair trust breaches. Through reflection and sharing insights, participants will leave with valuable knowledge and actionable strategies to strengthen trust in their relationships. (*Christine Jackson*) **Type: 2**

**Homework:** Role models handout. **Type: 5**

## FEBRUARY 21, 1-3 pm (VIRTUAL)

Virtual sessions are shorter, the better to avoid Zoom fatigue; turn off the camera and take breaks as needed.

**Session 1:** Join us for an insightful ALA session featuring a panel of leaders and administrators from various positions across the institution. This session will provide participants with a unique opportunity to discover potential career pathways, exploring how their training and skills can translate into various leadership roles. Engage with our panelists and imagine the next steps you can take on your leadership journey.

## FEBRUARY 21, 1-3 pm (VIRTUAL) cont.

**Session 2:** DEI as Our Collective Work: An important aspect of diversity, equity and inclusion – DEI – work is building the capacity of individuals within workspaces to make the greatest difference. This work is best achieved through collaborative efforts between individuals and teams with an inclusive mindset. Leaders are well positioned to guide this work but may not have the skills to direct cultural change. This session will explore what it means to have an inclusive mindset as a leader and specific tactics leaders can use to support DEI efforts within and across organizational lines. We'll discuss the challenge of collective change, the personal commitments associated with DEI work, and ways the Office of Diversity, Equity & Inclusion at Wayne is supporting campus units. (*Donyale Padgett*)

**Type:** 2

**Homework:** Leadership vision draft worksheet. **Type:** 5

## MARCH 28, noon-3 pm (in-person, Purdy-Kresge 150)

Enjoy the provided refreshments or bring a lunch as we chat informally about personal and project-related progress prior to our afternoon session. **Type:** 4

**Session 1:** Leading without authority — In “Leading Without Authority: Harnessing Six Principles of Influence,” we’ll learn together about strategies that work while drawing inspiration from Dr. Robert Cialdini’s groundbreaking research on persuasion. By mastering these principles, ALA participants can

enhance their leadership skills, build strong alliances, and foster collaborative relationships that drive positive organizational change. (*Dawn Aziz, Rachel Pawlowski*)

**Type:** 2

**Session 2:** Progress Check and Next Steps — Collaborate on hands-on applications of assessment practices to help you and your ALA colleagues move your project forward. (*Cathy Barrette*) **Type:** 3

## APRIL 25, noon-3 pm (in-person, Purdy-Kresge 150)

Enjoy the provided refreshments or bring a lunch as we chat informally about personal and project-related progress prior to our afternoon session. **Type:** 4

**Session 1:** Leading Across Differences: Using Circles for Intercultural Competences — Leaders need to know how to engage across identity and cultural differences, and

the use of proactive circles, a method within Restorative Practices, provides a helpful method.

This workshop will be reflective and prompt dialogue among fellow ALA fellow and steering committee members. (*Alex Boesch*) **Type:** 2

**Homework:** Leadership vision draft worksheet. **Type:** 1

## MAY 12, noon-3 pm (in-person, Purdy-Kresge 150)

*Note:* To accommodate the end of term/contracts, today’s session is on a **Monday**.

Enjoy the provided refreshments or bring a lunch as we chat informally about personal and project-related progress prior to our afternoon session. We’ll also have some special reflection activities prepared for our final session together.

**Type:** 4

**Session 1:** Leadership Vision Statement — Purpose-driven leaders are guided by a clear and compelling vision, which enables them to make focused decisions, set

meaningful goals, and prioritize actions that align with their purpose.

In this workshop, participants will clarify their unique leadership vision by exploring their core values, reflecting on critical life events, and gaining inspiration from influential role models. Worksheets provided beforehand will assist in drafting an authentic leadership vision, which will be refined during the workshop. (*Christine Jackson*) **Type:** 1

**Remainder of session:** Wrapping up the year.