

# Academic Leadership Academy 2023-24 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

2023

### AUGUST 25, 9:00 am-1:30 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 (*Sara Kacin & Joanna Poe*)

**Type:** 2

Leadership vision statement intro (*Christine Jackson*) **Type:**

1

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

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

Vulnerability and Psychological Safety (*Jennifer Hart*)

**Type:** 2

**Homework, or during session:** Reflection exercise. **Type:** 5

### SEPTEMBER 29, 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:** Core values handout. **Type:** 5

### OCTOBER 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:** 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

**Session 2:** 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.

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

### DECEMBER 1, noon-3 pm (in-person, Purdy-Kresge 150)

*Note:* The November meeting fell into December due to conferences and holidays.

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 15, 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:** 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.

# Winter

# 2024

## JANUARY 26, 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:** Crafting a Compelling Business Case — Great ideas often perish in the absence of a great narrative. This session will discuss how to identify strategic talking points, how to draft a compelling narrative, how to build consensus around your idea, how to identify supporting stakeholders, and finally how to leverage your network to move your ideas forward. (Ashley Flintoff) **Type: 3**

**Session 2:** 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**

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

## FEBRUARY 23, 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, sharing insights, and practicing trust-building techniques, participants will leave with valuable knowledge, practical skills, and actionable strategies to strengthen trust in their relationships.

(Christine Jackson) **Type: 2**

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

## MARCH 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:** 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**

**Session 2:** 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**

## APRIL 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:** 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 13, 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:** 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**

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