

UMBC LEAP Academy

Fall 2024 Cohort 1

Program Intention & Overview:

As UMBC continues to grow as a leader in the higher education space, it is critical that we retain our best people. Effective leadership is key to this imperative. The Human Resources and Strategic Talent Management department is committed to investing in building leadership pipeline academies to support, develop, and position our managers and leaders with the knowledge, skills, and abilities to not only lead themselves effectively but to bring out the best in the people and teams that they lead.

In gathering the needs for leadership development, the Talent Learning & Organizational Development department deployed a campus wide survey in the Spring of 2023 to assess:

Strategic & Intentional Workforce Development Needs

- Identify skills, learning modalities, and preferences for different populations, levels of leadership

Current Community Challenges & Opportunities

- Cultural perceptions and attitudes that provide insight and inform not only what we do but how we do it

Our first program based on this strategic commitment is our LEAP Leadership Development Academy which is designed to provide the critical professional competencies and people skills that new people managers need to be effective at leading others and teams. This program is also appropriate for existing supervisors who need a tune-up on today's critical foundational managerial competencies to better support their team.

Roughly 46% of survey respondents were new or early career leaders. We gleaned the following needs from this population:

- Top skill needs: Effective Delegation, Leading vs. Managing, Giving & Receiving Feedback, Coaching for Development & High Performance
- Desired Program Components: Coaching and/or Mentoring, Books, Articles, Case Studies, Microlearning
- Desired Structure: Monthly sessions between 2-4 hours + integration sessions, mix of in-person live sessions and virtual learning

In considering our institutional values as well as comparing these needs against competencies for front-line supervisors, we made the strategic decision to leverage our existing FranklinCovey partnership in providing the learning content that tracks with these needs, **providing this**

hybrid in-person and virtual 5 month leadership development academy for 60 front-line managers at UMBC. This program includes participant access to FranklinCovey's impact portal for the duration of the program, which allows participants to access all LEAP course materials and beyond, accessing the full FranklinCovey library of self-paced courses and leadership resources.

Our inaugural LEAP program will officially launch in August 2024 and will be offered annually thereafter.

Nomination Information & Deadline: The LEAP nomination process is both a **self-selected process and supervisor/leader nominated program**. Interested individuals must obtain their supervisor's support to attend the program and full session participation is required. Leaders interested in nominating individuals in their units should have a conversation with their employee/s to ensure their interest and commitment prior to application. **We invite you to explore the program below, gain your supervisor's support, tentatively block the below dates/times on your calendar and [submit your application by the application deadline of June 14, 2024](#). Participants will be notified by July 1, 2024.**

See below for a high level program summary as well as a detailed structure and timeline with dates with session information and times available. **Note:** there are **three cohort options to choose from: Cohort I, II, and III**. For the sake of continuity, each cohort is run separately as its own in-tact group; no switching between cohorts permitted. Please choose the cohort that most fully works with your schedule.

Program Summary:

Program Time: 5 months (20 learning contact hours - mix of in person and virtual) + Optional January 2025 All-Cohort Alumni Gathering (8 learning contact hours - in person)

Program Components:

- Summer 2024, Date/time TBD - Virtual Recorded Pre-Program Orientation Call
- Leadership Skills 360 Assessment *
- August 19, 2024 - Formal Program Kick-Off Ceremony for participants and supervisors
- 2 In-person Instructor-led Modules: each spread over 3 sessions of 2 hours each:
 - September 3, September 24, and October 15 - [Six Critical Practices for Leading a Team](#)
 - November 5, December 3, December 17 - [Inclusive Leadership: Practical Ways to Cultivate Inclusion & Build a Better Team](#)
 - NOTE: in-person participation is required for instructional programs
- September 6, October 25, and December 6 - Three 1-hour Virtual Cohort Team Coaching Sessions
- December 18, 2024 - Formal Program Closing Ceremony for participants and supervisors
- Customized self-paced integration/application activities via FranklinCovey's Impact Portal + access to full suite of FranklinCovey courses, resources, etc.

- Portal resources to include: on-demand microlearning, application challenges, reinforcement activities, etc.
- *Leadership Skills 360 Assessments for this course and others are housed and deployed inside the portal
- Supervisor engagement & support activities, meetings, etc.
- Additional Participant Resources:
 - FranklinCovey Leadership Book: “[Everyone Deserves a Great Manager: The Six Critical Practices for Leading a Team](#)” by Scott Jeffrey Miller, Todd Davis, and Victoria Roos Olsson
 - Welcome bag with branded journal and pen
 - Refreshments at each in-person session
- January 7, 2025 - Optional Alumni Full Day Gathering for all cohort participants:
 - [Multipliers: How the Best Leaders Ignite Everyone’s Intelligence](#)

Structure & Timeline:

Component	Date & Location	Cohort I	Cohort II	Cohort III	Program Objectives
1.5 hour Live Online (recorded) Program Orientation Call	July 9, 2024 Virtual	9:00-10:30 a.m. All Cohort Participants			Program orientation and overview of FranklinCovey’s All-Access Pass portal, materials, etc.
LEAP Program Kick-Off Ceremony	August 19, 2024 ILSB 116	3:30-5:00 p.m. All Cohort Participants + Supervisors			Formal LEAP kick-off ceremony, program intention & overview, as well as cohort introductions and team building time.
The Six Critical Practices for Leading a Team Session I	September 3, 2024 Erickson School Classroom 5523 Research Park Drive, 2nd Floor	8:30-10:30	11:30-1:30	2:30-4:30	<p>This program equips leaders with the essential skills and tools to get work done with and through other people. Participants will leave with practical and relevant guidance on how to effectively lead and manage their teams.</p> <p><u>Outcomes:</u></p> <ul style="list-style-type: none"> ● Maximize success as a leader of others and increase team engagement. ● Create clarity about goals and results, delegate responsibilities, and provide appropriate support.

					<ul style="list-style-type: none"> ● Give feedback and seek feedback to develop confidence, competence, and improved performance. ● Help team members navigate and accelerate through change. <p>The course has 6 practices, 2 which will be covered each session.</p> <p>Session I Focus:</p> <ul style="list-style-type: none"> - Developing a leader's mindset - Holding regular 1-on-1's
LEAP Team Coaching Session I	September 6, 2024 Virtual	9:00-10:00	10:00-11:00	11:00-12:00	LEAP Team Coaching Sessions provide a safe space for course reflection, and the learning that comes from application of tools and frameworks back in the office. The conversation will be guided by an experienced executive coach and members will be encouraged to share success strategies and insights with each other to help augment the learning for all.
The Six Critical Practices for Leading a Team Session II	September 24, 2024 Erickson School Classroom 5523 Research Park Drive 2nd Floor	8:30-10:30	11:30-1:30	2:30-4:30	<p>This program equips leaders with the essential skills and tools to get work done with and through other people. Participants will leave with practical and relevant guidance on how to effectively lead and manage their teams.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> ● Maximize success as a leader of others and increase team engagement. ● Create clarity about goals and results, delegate responsibilities, and provide appropriate support. ● Give feedback and seek feedback to develop confidence, competence, and improved performance. ● Help team members

					<p>navigate and accelerate through change.</p> <p>The course has 6 practices, 2 which will be covered each session.</p> <p>Session II Focus:</p> <ul style="list-style-type: none"> - Set up your team to get results - Create a culture of feedback
The Six Critical Practices for Leading a Team Session III	<p>October 15, 2024</p> <p>Erickson School Classroom 5523 Research Park Drive 2nd Floor</p>	8:30-10:30	11:30-1:30	2:30-4:30	<p>This program equips leaders with the essential skills and tools to get work done with and through other people. Participants will leave with practical and relevant guidance on how to effectively lead and manage their teams.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> ● Maximize success as a leader of others and increase team engagement. ● Create clarity about goals and results, delegate responsibilities, and provide appropriate support. ● Give feedback and seek feedback to develop confidence, competence, and improved performance. ● Help team members navigate and accelerate through change. <p>The course has 6 practices, 2 which will be covered each session.</p> <p>Session III Focus:</p> <ul style="list-style-type: none"> - Lead your team through change - Manage your time and energy
LEAP Team Coaching Session II	<p>October 25, 2024</p> <p>Virtual</p>	9:00-10:00	10:00-11:00	11:00-12:00	<p>LEAP Team Coaching Sessions provide a safe space for course reflection, and the learning that</p>

					comes from application of tools and frameworks back in the office. The conversation will be guided by an experienced executive coach and members will be encouraged to share success strategies and insights with each other to help augment the learning for all.
Inclusive Leadership: Practical Ways to Cultivate Inclusion & Build a Better Team Session I	November 5, 2024 Erickson School Classroom 5523 Research Park Drive 2nd Floor	8:30-10:30	11:30-1:30	2:30-4:30	<p>This program shows leaders how to effectively prioritize inclusion and increase DEI and belonging on their teams. Leading inclusively has a profound positive impact on teams and the results achieved together.</p> <p><u>Outcomes:</u></p> <ul style="list-style-type: none"> ● Build a strong connection with each individual team member which allows them to tailor support and advocacy to meet that team member's needs, allowing them to excel. ● Guide teams in building a culture of belonging by collectively defining inclusive behaviors for teams and sustaining the culture by reinforcing inclusive behavior and redirecting non-inclusive behavior. ● Reduce bias across the talent lifecycle by expanding perspectives of talent and standardizing processes. <p>Session I Focus:</p> <ul style="list-style-type: none"> - Engage Individuals
Inclusive Leadership: Practical Ways to Cultivate Inclusion & Build a	December 3, 2024 Erickson School Classroom 5523	8:30-10:30	11:30-1:30	2:30-4:30	This program shows leaders how to effectively prioritize inclusion and increase DEI and belonging on their teams. Leading inclusively has a profound positive impact on teams and the results achieved together.

Better Team Session II	Research Park Drive 2nd Floor				<p><u>Outcomes:</u></p> <ul style="list-style-type: none"> ● Build a strong connection with each individual team member which allows them to tailor support and advocacy to meet that team member's needs, allowing them to excel. ● Guide teams in building a culture of belonging by collectively defining inclusive behaviors for teams and sustaining the culture by reinforcing inclusive behavior and redirecting non-inclusive behavior. ● Reduce bias across the talent lifecycle by expanding perspectives of talent and standardizing processes. <p><u>Session II Focus:</u></p> <ul style="list-style-type: none"> - Build Belonging
LEAP Team Coaching Session III	December 6, 2024 Virtual	9:00-10:00	10:00-11:00	11:00-12:00	LEAP Team Coaching Sessions provide a safe space for course reflection, and the learning that comes from application of tools and frameworks back in the office. The conversation will be guided by an experienced executive coach and members will be encouraged to share success strategies and insights with each other to help augment the learning for all.
Inclusive Leadership: Practical Ways to Cultivate Inclusion & Build a Better Team Session III	December 17, 2024 Erickson School Classroom 5523 Research Park Drive 2nd Floor	8:30-10:30	11:30-1:30	2:30-4:30	<p>This program shows leaders how to effectively prioritize inclusion and increase DEI and belonging on their teams. Leading inclusively has a profound positive impact on teams and the results achieved together.</p> <p><u>Outcomes:</u></p> <ul style="list-style-type: none"> ● Build a strong connection with each individual team

				<p>member which allows them to tailor support and advocacy to meet that team member's needs, allowing them to excel.</p> <ul style="list-style-type: none"> ● Guide teams in building a culture of belonging by collectively defining inclusive behaviors for teams and sustaining the culture by reinforcing inclusive behavior and redirecting non-inclusive behavior. ● Reduce bias across the talent lifecycle by expanding perspectives of talent and standardizing processes. <p>Session III Focus:</p> <ul style="list-style-type: none"> - Create Opportunity
LEAP Program Closing Ceremony	December 18, 2024 UC 312	2:00-4:00 p.m. All Cohort Participants + Supervisors		Formal closing ceremony to celebrate and glean the learning from cohort participants.
LEAP Program Alumni Gathering: Multipliers: How the Best Leaders Ignite Everyone's Intelligence	January 7, 2025 UC 312	8:30 a.m. - 4:30 p.m. All Cohort Participants		<p>Based on the work of leadership expert Liz Wiseman, this program explores a crucial discovery from Wiseman's research regarding the degree of untapped energy and intelligence that exists inside of our organizations. In the program, leaders will learn how to maximally engage and utilize the talents of their people, seeding the capacity for exceptional innovation, problem solving, and results. Leadership is the key to unlocking this potential through four key practices:</p> <ul style="list-style-type: none"> - Asking better questions - Looking for genius - Offering bigger challenges - Creating space for others <p><u>Outcomes:</u></p> <ul style="list-style-type: none"> ● Leaders redirect their

			<p>diminishing tendencies and allow teams to accelerate performance for greater impact.</p> <ul style="list-style-type: none"> • Employees are focused on the right problems and opportunities to accelerate progress and find the best solutions. • People’s natural aptitudes at work are unlocked, rekindling energy and enthusiasm for stronger team results. • Team members are stretched to grow, innovate, and share bold thinking. <p>This full-day alumni experience will also provide time for all of the cohorts to come together for networking and important peer learning opportunities.</p>

Questions:

For program related inquiries, please contact Jill Wardell, Director of Talent Learning & Organizational Development at 5-1442 or jweink1@umbc.edu.