



ASPIRE Leadership Development Program Overview

Program Intention:

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.

We highly value the contributions of our current leaders and recognize the exceptional talent thriving across our campus. Many individual contributors have also expressed a strong desire to join our leadership community. The *ASPIRE Leadership Development Program* is strategically designed to cultivate these high-potential individuals, equipping them with the essential skills and knowledge needed to accelerate their advancement into future leadership roles.

Application Information & Deadlines:

The ASPIRE program is a **self-nominated program**. Interested individuals must obtain their supervisor's support to attend the program and full session participation is required. Leaders are encouraged to have a conversation with their employee/s they feel would benefit from participating in this program and encourage them to apply. **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 July 21, 2025](#). Participants will be notified by July 29, 2025.**

Aspire Schedule:

Kick-off - September 9th UC 312 (9:00 am - 11:00 am)

Sessions 1-5 are scheduled 9:00 am - 12:00 pm)

- 1st Session - Sept. 16th Comm 331
- 2nd Session - October 7th Comm 331
- 3rd Session - October 28th Comm 331
- 4th Session - November 18th Comm 331
- 5th Session - December 9th RAC 106

Graduation - December 16th UC 312 (2:00 pm - 4:00 pm)

Program Summary:

This comprehensive leadership development program is designed to nurture your desire for leadership through a structured and engaging curriculum. The semester-long program includes a blend of in-person learning sessions, a kick-off event, and a celebratory graduation ceremony where supervisors are invited. Attendance at all scheduled events is mandatory to ensure you gain the maximum benefit from the program's collaborative and progressive design.

The program is organized into 5 sessions (plus a kick-off and graduation ceremony), focusing on various leadership topics:

- **Kick-Off Event: September 9, 2025 (9:00 AM - 11:00 AM)**
 - This initial event will set the stage for your leadership journey, providing an introduction to the program's goals and what you can expect.
- **Leading Self - Part 1: September 16, 2025 (9:00 AM - 12:00 PM)**
- **Leading Self - Part 2: October 7, 2025 (9:00 AM - 12:00 PM)**
 - These foundational sessions will assist you in understanding your personal leadership style, building self-awareness, and developing essential internal leadership qualities.
- **Leading Others - Part 1: October 28th (9:00 AM - 12:00 PM)**
- **Leading Others - Part 2: November 18th (9:00 AM - 12:00 PM in Comm 331)**
 - Building on self-leadership, these sessions will focus on the crucial skills needed to effectively guide, motivate, and empower teams and individuals.
- **Leading Programs/Mission December 9th (9:00 AM - 12:00 PM)**
 - The final learning session will address the broader aspects of leadership, including strategic thinking and driving organizational objectives
- **Graduation Ceremony: December 16th (Time TBD)**
 - Celebrate your achievements and milestones at this special event, where your supervisors will be invited to acknowledge your dedication and growth.

Provided Materials: All participants will be provided with the following to support their learning:

- *Book: Breaking Boundaries: Unlocking Leadership Potential at Every Level* (Author: Robert D. Murphy)
- *StrengthsFinder Assessment & Debrief:* The Clifton StrengthsFinder assessment helps identify the areas where you have the greatest potential for building strength. It measures recurring patterns of thought, feeling, and behavior.
- *Customized LEADS Academy Swag - tote bag, notebook, and pen*



Capstone Project:

To ensure a comprehensive understanding of the course content, all participants will complete a group capstone project. Groups will be assigned at the kick-off event. Participants will receive dedicated project time during most sessions and will need to collaborate outside of scheduled class times to finalize their projects. Each group will present their findings at the graduation ceremony. Further details will be provided during the first session.

Required Time Commitment: Prior to applying, please have a conversation with your manager about your desire to apply.

Beyond attending all sessions, you'll need to dedicate time weekly to homework, including readings and thought exercises. Additionally, a crucial part of the program is the group capstone project, which requires collaborative work outside of class. You should anticipate committing up to 2 hours between required sessions to these activities outside of scheduled sessions.

Manager Notification: Applicants are asked to have discussions with their manager about their interest in the ASPIRE program and must have consent from their managers to apply.

Coaching Sessions:

Coaching sessions are optional but attendance is strongly encouraged in order to maximize your cohort experience. Sessions will be conducted in group settings and will be used to assess group dynamics and progress.

Attendance and Graduation Requirements

A core component of the Aspire Leadership Academy is your active and consistent participation. This program requires a significant time commitment, and your full engagement is crucial for a positive and successful experience.

Your attendance at all sessions is mandatory to ensure you gain a comprehensive understanding of the concepts presented. These concepts are directly applied in the group capstone project, which is a vital part of your learning and a requirement for graduation.

Missing more than one (1) session will result in your inability to graduate from the current Aspire Leadership Academy. If this occurs, you will need to re-enroll in a future session to complete the program.

Questions:

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