



2018-19 SPH STAFF LEADS

Leadership Development Program For SPH Staff

HOW TO APPLY

Application Deadline:

July 6, 2018

Submit Application Online:

z.umn.edu/SPHStaffLEADS

Final selections will be
made by mid-July.

Questions?

Contact Tracey Kane:

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SCHOOL OF
PUBLIC HEALTH

UNIVERSITY OF MINNESOTA

The SPH Staff LEADS program provides in-depth leadership training and development through hands-on activities and professional coaching sessions. You'll gain important skills to take on new challenges, create increased value for your work group and the school, and support ongoing career development.

PROGRAM BENEFITS

Exposure. Enhance your understanding of SPH beyond your area of expertise, and expand your peer support network.

Adaptability. Through 1:1 coaching and hands-on projects, you will learn how to improve your resilience and skill set to face new demands.

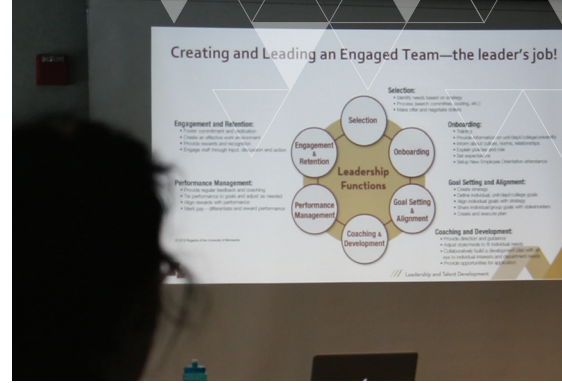
Personal. The cohort is limited to 20 staff participants, resulting in an experience that supports growth and relationship building. The diversity in roles and skills of participants will provide a rich learning environment.

Immediate application. The program is structured for practical application and practice of leadership behaviors making it easy for participants to use what they learn right away.

Insight. Gain self-awareness about your performance and leadership skills through: Hogan Leadership Assessments (a tool that examines individual motivation, how to capitalize on strengths, and barriers to success; learn more: hoganassessment.com/assessments), UMN 360-degree developmental assessment (a tool that evaluates perceived strengths and developmental needs), and one-on-one time with a leadership development coach to focus on YOU and your development.

PROGRAM COMMITMENT

Participants are required to devote approximately 8 hours per month to program activities and project work during the 2018-2019 academic year. You are expected to take part in all program events (see Program-at-a-Glance on back for details). Events will be scheduled on the same day of each month for ease of planning. **Participation is on paid work time.**



PROGRAM AT-A-GLANCE

Note: The order and length of individual sessions may change to reflect cohort needs.

YEAR	MONTH	SESSION TOPICS & DESCRIPTIONS
2018	SEP	Program Kick-off + Vision (4 hrs) Meet program peers and leadership. Learn how the LEADS program aligns with SPH goals, strategies, and initiatives.
	OCT	Successful Project Training (4 hrs) Learn about tools and techniques designed to help build project management skills.
	NOV	Accountability (4 hrs) Gain understanding of how communication skills contribute to performance, integrity, and adaptability.
	DEC	Group Assessments + Debrief (4 hrs) Learn about the cohort's leadership styles and tendencies.
2019	JAN	Mindfulness (4 hrs) Hear from University speakers about how mindfulness practices can positively impact experiences at work.
	FEB	Collaboration + Influence (4 hrs) Learn and practice skills to improve communication and decrease conflict in team settings
	MAR	Engagement (4 hrs) Learn engagement skills that can impact the workplace, including communication and performance recognition.
	APR	Equity + Diversity (4 hrs) Learn best practices for promoting inclusivity and diversity in work environments.
	MAY	Results (includes sharing project outcomes) (4 hrs) Understand how goals, vision, and context support driving initiatives at work.
	JUN	Program Close + Presentation (4 hrs) Celebrate the close of LEADS with dialogue between participants, leadership, and facilitators. Opportunity to plan next steps in individual professional development.

SELECTION CRITERIA

All SPH staff who are either individual contributors or managers are encouraged to apply. Admission is based on a selective decision process, and is limited to 20 participants.

Participant Requirements Include:

- Full-time appointment (75% +)
- Employed by SPH for 2+ years*
- Highly motivated to learn and grow
- Strong performance in current role
- Interest in expanding your scope of influence and impact
- Supervisory support is necessary
- Ability to dedicate 8 hrs/month during 2018-19 school year

* Preferred, but some flexibility based on specific situation

PROGRAM ACTIVITIES

- Seminars
- Group discussions
- Online exercises
- Action-learning components
- Professional leadership development coaching (to build a personal development plan)

You will immediately apply what you're learning on a team-based process improvement project for the School or a project from your own work area.

► Apply: z.umn.edu/SPHStaffLEADS