



## Wright Leader Academy

*“Before you can effectively lead others, you have to understand who you are, where you come from and the values that guide you. People want to know your values and beliefs, what you really care about and what keeps you awake at night. They want to know who most influenced you, the events that shaped your attitudes and the experiences that prepared you for the job. They want to know what drives you, what makes you happy, and what ticks you off. They want to know what you’re like as a person and why you want to be their leader. They want to understand your personal story. They want to know why they ought to be following you.”*

The Leadership Challenge, Jim Kouzes and Barry Posner,  
Leavey School of Business at Santa Clara University

### **Introduction: Wright Leader Academy**

The objective of the *Wright Leader Academy* at Wright State University is to develop stronger leaders on our campus, foster greater community and collaboration through increased networks, and promote a culture of inclusivity and excellence for all leadership positions on campus.

*Wright Leader Academy* is a cohort-based leadership development program designed for those faculty and staff that serve in a management, supervisory or program management position and are ready to move into a position of increased leadership within the next few years. The program begins in August of each year and includes all-day and half-day sessions to be held monthly through May.

The discussions and tools used are intended to increase a leader’s capacity to contribute to the mission and strategic goals of Wright State University, increase collaboration among administration and academics, and foster greater organizational engagement among participants. By combining in-class discussions, self-development tools, reading and plenty of opportunities to practice, individual growth strategies will emerge. Opportunities to apply the knowledge and skills studied through action-learning will be abundant. A partial list of tools and topics include the following:

- Discussions with administrators of Wright State University including the Vice Presidents, Provost and President;
- Appreciating the various functions of a 21<sup>st</sup> century higher education model (e.g., Research, Finance, Academics, Diversity)
- Exploring strengths-based leadership;
- Applying emotional intelligence and cultural competency for increased effectiveness;

- Understanding the role of the leader and follower in enacting change;
- Leadership Presence
- Mini-learning modules about university activities (e.g., compliance, athletics, facilities, communication)
- Expanded network of peers and leadership support with other Wright Leader Academy participants

**The ideal participant for the program is a Wright State employee who:**

- Manages/chairs a department or unit and/or supervises others;
- Has three or more years of experience at Wright State in a full time capacity;
- Is performing at a high level and in good standing with the university;
- Has demonstrated a commitment to learning over their tenure by achieving certifications, completing job-related training or self-educating on a job-related topic;
- Has demonstrated the ability to contribute/lead change at Wright State University within the last year

**Partial Overview of the Wright Leader Academy**

The sessions will be taught by faculty and staff administrators as well as subject matter experts. Each day will also include a 60-90 minute presentation by an administrator of the university to provide participants with an overview of the university operations. Some areas to be included are: General Counsel, Academic Affairs, Human Resources, the Office of Equity and Inclusion, CaTS, Advancement, Research, Enrollment Management, Business and Finance, and Student Affairs.

**Program Introduction**

- Welcome session and Academy overview with University Administrators – President, Provost, Chief Human Resources Officer
- Mission, Vision and Values of Wright State University
- Leadership Philosophy
- Expectations of the Program

**Some of the programs you will experience:**

**Core Strengths**

Core Strengths is a personality assessment rooted in the theory of Relationship Awareness. This workshop focuses on the results of a Strengths Deployment Inventory (SDI), a validated career assessment tool, and how understanding our own Motivational Value System (MVS) can create better working relationships. The workshop helps participants see that accountability is the

process of taking ownership and initiative to produce results and that accountability cannot be imposed on others. Understanding a person's Motivational Value System and their Conflict Sequence can be immensely helpful in transforming an organization into one in which relationships are valued and accountability is normative.

### **Emotional Intelligence**

*“Leaders today are being judged by a new yardstick; not only by how smart we are, or by our training and expertise, but also how well we handle ourselves and work with each other. Emotional Intelligence is the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and our relationships.”*

Daniel Goleman, Emotional Intelligence

The four primary components of emotional intelligence are self-awareness, self-management, social awareness and relationship management. People with high EQs possess strong skills in each of these four areas, and they practice these skills daily. In order to improve your emotional intelligence EQ, you have to practice new behaviors and break the old self-defeating patterns that sabotage relationships and teams.

### **Leadership Presence**

Do you have it? Can you command the room? Do people stop and listen when you speak? So what is leadership presence? The ability to project gravitas—confidence, poise under pressure and decisiveness—seems to be its core characteristic, according to more than two-thirds of the executives surveyed by Center for Talent Innovation and a recent Forbes article. Furthermore, communication—including speaking skills, assertiveness and the ability to read an audience or situation—and appearance contribute to a person's perceived leadership presence.

### **Strengths-Based Leadership**

Do you have the opportunity to do what you do best every day? Chances are, you don't. All too often, our natural talents go untapped. Most of us have little understanding of our talents and strengths, much less the ability to build our lives around them. From childhood to the office, we devote more time to fixing our shortcomings than to developing our strengths.

According to the Gallup Organization, "we spend too much time focusing on our weaknesses, trying to make them stronger rather than recognizing our strengths." When you focus on your weaknesses, you miss utilizing what you do best for your organization.

## **Graduation and Celebration**

### **Note:**

The Wright Leader Academy will post the dates and complete topics after participant selection is made and the academic calendar is available.