



# WRIGHT STATE UNIVERSITY

## Wright Leader Academy

### Overview 2024-2025

*“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

## Wright Leader Academy

Wright Leader Academy at Wright State University was designed to develop and strengthen leaders on our campus. Having effective leaders primes us for success as an institution and also fosters a greater sense of community and collaboration. Strong leadership also promotes a culture of inclusive excellence and contributes to the retention of students, faculty and staff.

Wright Leader Academy is a cohort-based leadership development program designed for those faculty and staff that have been identified as showing exemplary leadership in their current role and who may be ready to move into a position of notably increased leadership within the next few years. The program begins in September and includes eight full-day sessions to be held regularly throughout the academic year. Sessions are taught by faculty and staff administrators as well as external subject matter experts. There is also a short kickoff (in August), participation in a Board of Trustees meeting (in April) and a graduation (in May).

The sessions are developed to increase our leaders’ capacity to contribute to the mission, vision, and strategic goals of Wright State University as well as foster greater organizational engagement and collaboration among administrative and academic participants. By combining introspective assessments, 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 will be abundant.

Participants in Wright Leader Academy will develop and strengthen their leadership through a focus on three key elements. First, assessments and external facilitators will help you cultivate and hone your personal leadership. Having a greater understanding of your leadership motivations, drives, blind-spots, competencies and strengths will help you be more engaged and effective in your current and future roles.

Second, the program will focus on expanding your understanding of the foundational elements of higher education. Time spent with faculty and staff administrators will deepen your understanding

of the myriad of functions performed across the University as well as the challenges facing both Wright State University and institutions of higher education across the United States.

Finally, the program will assist you in developing your network of peers and university leaders. As a cohort-based program, you will spend valuable focused time with the other members of the group. Additionally, you will have significant contact with members of the university leadership team and you will leave the program with new friends and contacts that will assist you in implementing solutions to manage your work and solve problems.

Over the course of the program, through both internal and external facilitators, participants will be exposed to different leadership philosophies and will gain a greater understanding of their own individual leadership characteristics. This self-knowledge, in addition to a greater understanding of the challenges and opportunities facing the University, will prepare participants to be high performing contributors on campus.

### **Program Highlights**

- Welcome session with University Administrators and Wright Leader Academy Alums
- Concentrated discussions with university leadership team members about various facets of higher education in the United States and Wright State University
- Assessments to gain understanding of your “Leadership DNA” and “Core Strengths”
- Focused discussion about diversity, equity, and inclusion and what it means to be an institution committed to ‘inclusive excellence’
- Completion of a “Leadership 360” profile
- Sessions to hone your mindset, communication skills, and leadership presence
- Micro-lessons to enhance your awareness of university resources
- Cohort attendance at a Board of Trustees meeting
- Informal graduation with University Administrators, your sponsors/supervisors, and Wright Leader Academy Alums

**Please Note:** Specific dates and the order of topics will be sent to participants after the cohort selection is finalized and the academic calendar is reviewed.

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

- Has experience managing/chairing a department or unit and/or supervises others
  - Alternatively, has experience chairing a committee or managing a complex project
- Has one or more years of experience at Wright State University in a full-time capacity
  - Alternatively, has been nominated for participation by a Presidents/Provosts leadership team member
- Is performing at a high level and is in good standing with the university
- Has demonstrated a commitment to learning and growing their leadership capacity
- Has demonstrated the ability to contribute to/lead change at Wright State University
- Is committed to staying at Wright State University for at least one year after completion of the program

### **Interested?**

Interested employees should submit their application to Lisa Ragan (937-775-2919, [lisa.ragan@wright.edu](mailto:lisa.ragan@wright.edu)) no later than Friday, March 22, 2024.