

## 2020-21 President's Leadership Academy Year at a glance

	DATE	Theme and Areas of Focus
Leading Self	December 4, 2020 9 – 12	<b>Kick off</b> <i>Intro to program, Trust and Community Building, defining leadership, reflection in Leadership Development;</i>
	Retreat January 11, 12 2021	<i>Debrief Hogan multi-rater; Goal Setting; Implicit Bias and equity minded leadership</i>
	January 29, 2021 8:30 – 12:30	<b>Leading Self: Core Beliefs and values</b> <i>Self-awareness, self-management, dispositions, integrity, character</i>
	February 19, 2021 8:30 – 12:30	<b>Trust</b> <i>Risk taking, vulnerability, resilience, integrity, empathy</i>
	March 12, 2021 8:30 – 12:30	<b>Communication</b> <i>Communicating an inspiring vision, public speaking, listening, interpersonal skills, written communication, informal and oral; social media; language fluency, crisis communications, navigating communications controlled by others</i>
Leading Others	April 9, 2021 8:30 – 12:30	<b>Teams</b> <i>Relational, facilitation skills, building high performing teams, understanding and overcoming team dysfunction</i>
	May 7, 2021 8:30 – 12:30	<b>Innovation and Change</b> <i>Navigating change, managing change, adapting to change, taking initiative to make changes; design thinking; systems thinking; risk-taking; developing systems for continuous improvement</i>
	June and July	<i>No formal programming: participants will complete strengths assessment and receive 1-1 strengths coaching</i>
	August 27, 2021 8:30 – 12:30	<b>Influence/Negotiation</b> <i>Self-efficacy, authority, personal presence, influencing up/down/sideways, and out; leading with heart, rational argumentation; articulating the "why"</i>
	September 17, 2021 8:30 – 12:30	<b>Creating Healthy Dialogue</b> <i>Giving and receiving feedback, civility, diplomacy, facilitating difficult conversations, conflict management</i>
Leading Systems and in the Community	October 8, 2021 8:30 – 12:30	<b>Budget and Governance</b> <i>Working in a system: CSU overview; CSU and campus policies; Executive Orders; Title V; Title IX; APM/CBA; Auxiliaries; Shared Governance - Academic Senate; Staff Assembly, ASI</i>
	November 19, 2021 8:30 – 12:30	<b>Decision Making/Strategic Thinking</b> <i>Models of decision making; analytical thinking; strategic v tactical thinking; stakeholder analysis</i>
	December 10, 2021 11:30 - 2	<b>Reflections, Celebration and Graduation</b> ( <i>Cabinet, leadership development taskforce and managers invited</i> )