



# Leadership Development at the University of Minnesota

The Offices of the Provost and Human Resources facilitate leadership development programs that support leaders' ability to advance the university's mission. These programs help leaders strengthen their self-awareness, build inclusive excellence, and thrive in a variety of contexts. Free to participants across the system, they represent the university's investment in our current and future leaders.

## Opportunities for Leadership Exploration

### Leading on All Levels

**Participants:** Staff and faculty seeking to develop their leadership or broaden professional networks. Individuals apply by responding to a set of questions and confirming manager's support. Announcements for the next program are made through MyU and with Human Resources Leads. Interested staff and faculty can join an "interested" list [here](#).

**Program:** Leading on All Levels is a virtual cohort offered two-three times/year. The program includes seven synchronous sessions and engagement with leadership content between sessions. Participants take a leadership assessment and coaches/consultants are available for consultation. Sessions focus on leadership discernment (beyond supervisory and positional); professional development; self-awareness of leadership styles; and various leadership skills, behaviors, and competencies. Participants interact with other leaders and resources through leadership panels and guest speakers. For more information, consult the [Leading on All Levels](#) website or email [talentstrategy@umn.edu](mailto:talentstrategy@umn.edu).

### College Leads

**Participants:** Tenured faculty within a college or large department who have been identified by their college's leadership team as potential leaders.

**Program:** A customized program arranged through collaboration between HR and collegiate leadership, College Leads includes six-eight synchronous sessions, panels, assessments, a capstone activity, and leadership coaching. Objectives include increasing self-awareness, developing leadership competencies, exploring roles/responsibilities of academic leaders, aligning with college/unit priorities, and enacting leadership discernment. To learn more, deans or HR leads can consult the [Talent Strategy](#) website or email us at [talentstrategy@umn.edu](mailto:talentstrategy@umn.edu) to discuss program goals and potential timing of a program.

# Opportunities for Current Leaders/Supervisors

## New Supervisor Orientation

**Participants:** Designed for people who have become supervisors in the previous six months. Registration is open and available to all via the website: <https://supervising.umn.edu/NSO>.

**Program:** Over four weeks, participants will design learning plans while exploring the role of a supervisor at the University. They will identify strategies to address common challenges faced by new supervisors and learn about best practices in feedback, performance management, and employee engagement. Additionally, participants will gain insight into the responsibilities of and resources for leaders as well as key university initiatives, expectations, and policies. For more information, consult the [New Supervisor Orientation](#) website or email [talentstrategy@umn.edu](mailto:talentstrategy@umn.edu).

## Supervisory Development Foundations Program

**Participants:** Staff and faculty managers/supervisors, including those with roles as researchers managing labs, advisors managing grants/grad students, clinical assistant professors, center directors, and department heads. The facilitated cohort is an in-role development program for people who have had direct reports for over a year. Individuals apply and confirm their manager's approval of participation. The independent program is self-paced and access to [resources](#) is ongoing. See [the program page](#) for the most up-to-date information/dates. Registration for the independent program is available here: <https://supervising.umn.edu/Certificate>.

**Independent Program:** This program consists of eight self-paced courses on important supervisory topics. Each course includes videos, quick-guide resources, quizzes, and supplemental materials including webinars, articles, and a final reflection assignment. Topics include: feedback and coaching, performance management, conflict management, driving results through others, leading teams, selection and hiring, onboarding, and employee engagement. Once all eight courses are complete, participants are awarded the Supervisory Development Foundations Certificate. For more information, consult the [Supervisory Development Program](#) or contact [talentstrategy@umn.edu](mailto:talentstrategy@umn.edu).

**Facilitated Program:** This fully online program offers the opportunity to participate in a supervisory cohort. Weekly activities include readings, quizzes, assignments, and discussions to reflect on the core topics. Upon completion, participants are awarded a Supervisory Development Foundations Certificate and an option to participate in a mini-360 assessment. For more information, consult the [Facilitated Supervisory Development](#) website or contact [talentstrategy@umn.edu](mailto:talentstrategy@umn.edu).

## Cultural Competency Journey

**Participants:** Any leader or organizational culture influencer seeking to expand their cultural competency, with a key focus on ensuring equity and inclusive practices to recruit, retain and develop an intersectionally diverse workforce. For more information, contact [ediohr319@umn.edu](mailto:ediohr319@umn.edu).

**Program:** Leveraging the Intercultural Development Inventory (IDI), participants participate in synchronous sessions to build their understanding of how to lead intersectionally diverse teams. The program focuses on principles and practices that increase engagement, innovation, and retention: 1) When leaders are culturally responsive, team members feel seen and heard. 2) When organizations mitigate bias and promote equity, team members feel as if they have opportunities for internal mobility. 3) When diverse perspectives are invited and incorporated, innovation thrives. People stay where they feel valued and respected.

# Opportunities for Current Academic Leaders

## Provost's Academic Leadership Seminar (PALS)

**Participants:** New Department Executive Officers (DEOs) and associate deans for faculty affairs. Leaders of other academic units with supervisory responsibilities are welcome to participate.

**Program:** PALS is an academic-year program designed to help new academic leaders understand the responsibilities of their roles and the resources that can help them succeed. Topics include aligning time with priorities, advancing inclusive excellence, roles and responsibilities of DEOs, engaging conflict and dealing with difficult issues, mentoring faculty across the lifespan, advancing all aspects of the university's mission, facilitating promotion and tenure processes, and creating an academic community. For more information, please email [vpfaa@umn.edu](mailto:vpfaa@umn.edu).

## Academic Department Leadership Program (ADLP)

**Participants:** Leaders of academic units who are two-four years into their roles. Participants are nominated by their deans in collaboration with Faculty & Academic Affairs during the summer preceding participants' ADLP year. Those wishing to participate should notify their dean and [talentstrategy@umn.edu](mailto:talentstrategy@umn.edu) or [vpfaa@umn.edu](mailto:vpfaa@umn.edu).

**Program:** This academic-year program includes monthly synchronous sessions on leadership topics, and includes panels, university resources, individual assessments, leadership coaching, and facilitated small group discussions. DEOs focus on how to assess their department, build a positive culture, and collaboratively lead it toward innovation and inclusive excellence. The program foregrounds self-awareness, knowledge of external contexts, and strategic thinking. Deans or HR leads can find more information [here](#), or email [talentstrategy@umn.edu](mailto:talentstrategy@umn.edu).

## Talking Heads

**Participants:** All department executive officers (DEOs), regardless of length of experience.

**Program:** Talking Heads invites DEOs to discuss critical facets of effective department leadership, sharing ideas across campuses, colleges, and departments. Past sessions have focused, for example, on strategic planning, running effective meetings, recruiting and retaining a diverse faculty, mentoring, and building department community. For more information, email [vpfaa@umn.edu](mailto:vpfaa@umn.edu).

## Customized Leadership Development

**Participants:** Faculty and staff leaders whose needs are not met by existing programs.

**Program:** Internal and external coaches and consultants who understand higher education contexts work individually with leaders. Available are [time-limited coaching and consultation services](#), individual and team coaching, strategic planning, and selection assessment services. For more information, consult the [Leadership Consulting Services](#) website or contact [talentstrategy@umn.edu](mailto:talentstrategy@umn.edu).

## Big 10 Academic Alliance Department Executive Officers (BTAA DEO)

**Participants:** Five DEOs from the Twin Cities, typically in their second or third years. Faculty and Academic Affairs solicits nominations from deans and selects people who have actively participated in PALS, demonstrated sound leadership, and indicated an interest in continuing in their leadership roles. Those wishing to participate should express their interest to their dean and [vpfaa@umn.edu](mailto:vpfaa@umn.edu).

**Program:** DEOs from BTAA universities come together to deepen their leadership acumen and expand their networks. This three-day leadership development seminar focuses on leadership and managerial responsibilities, to include conflict resolution, mentoring, performance reviews, and group problem-solving. For more information, please see [here](#) or email [vpfaa@umn.edu](mailto:vpfaa@umn.edu).

## Big 10 Academic Alliance Academic Leadership Program (BTAA ALP)

**Participants:** Five high-potential mid-level leaders from the Twin Cities. Each spring, Faculty and Academic Affairs solicits nominations and applications from associate deans, major center directors, experienced DEOs, faculty governance leaders, or others who are considering additional leadership opportunities and wish to deepen their skills and knowledge. Prospective participants should notify their dean and submit their application during the spring call for applications.

**Program:** The goal of the Big Ten Academic Alliance's Academic Leadership Program is to help a talented and diverse faculty develop their ability to be effective academic leaders at all levels of research universities. It is intended to help those considering leadership positions understand the university as dynamic and inclusive institutions, and to help them build awareness of the diverse, complex, and changing landscape of higher education, and explore their role in that landscape. The program includes approximately nine days of intensive workshops and on-campus programming with senior leaders. For more information, please see [here](#) or email [vpfaa@umn.edu](mailto:vpfaa@umn.edu).

## Big 10 Academic Alliance Deans Leadership Program (BTAA DLP)

**Participants:** Two deans early in their first term. New deans should express interest to the provost.

**Program:** Providing a unique opportunity to learn from, and with, colleagues who are at a similar stage in their leadership journey, intensive in-person and virtual engagement sessions engage participants in addressing challenging questions and situations, while working towards solutions that are beneficial for their college, colleagues, and themselves. The program includes two in-person sessions and two virtual sessions in which participants learn with each other and experienced deans, provosts, and other academic leaders. For more information, please see [here](#) or email [vpfaa@umn.edu](mailto:vpfaa@umn.edu).