



The Professional Development Center is pleased to announce that applications for the 2nd Leadership Development Program (LDP) for executive leaders are now being accepted through March 18. The program is proudly supported and funded by the Office of the Provost and the Office of the Vice President for Finance and Administration.

The LDP begins in September 2011 and continues for seven months. The program is open to administrative staff (director level and above) and tenured faculty members who are in leadership roles, or who have a desire to attain one in the future.

The monthly sessions focus on critical leadership/management topics, as well as a 360-evaluation and individual coaching for the participants to focus on their personal desired outcomes. A general outline of the 2011-2012 LDP and a list of last year's applications can be found on the following pages.

The Leadership Development Program at Wake Forest offers the following benefits:

- 1) The program is being facilitated by a renowned world-class provider (The Hayes Group International, Inc.) and represents a significant investment in leadership skills;
- 2) The program will include real-time project responsibilities that align to the Wake Forest University Strategic Plan thereby providing an environment to partner with other leaders across campus and contribute directly and significantly to the priorities of the University;
- 3) The Capstone projects will be presented to the Cabinet at the end of the program.
- 4) The program represents a unique opportunity for senior administrative leaders and faculty chairs (ten of each) to gain a new appreciation of the challenges of their different roles and to help shape the future of the Leadership Development Program.

Below are quotes from the first year of the program:

"I especially liked the mix of faculty and staff in the course because it gave me insight into the workings of the broader university. The leadership principles covered in the lecture format were interesting, and practicing their application in the group exercises cemented them into my working routine. Taking the intensive personality and leadership profiles, and especially discussion of them with my "leadership coach," gave me great insight into how I could develop and maximize my leadership skills as a department chair." *Jim Curran, Faculty Chair in Biology*

The connections made “across the aisle” are priceless. Hearing that faculty are dealing with many of the same issues we deal with (just from a different perspective) was refreshing. I believe that they also learned much from their administrative colleagues regarding the other side of student and campus life. Wonderful partnerships have developed and sparked creative programs and events! *Donna McGalliard, Dean of Residence Life and Housing*

The concept this program most helped me focus on is that leadership and management are two different and distinct concepts when I had been treating them as the same thing. *Dave Marmion, Associate Athletic Director, Athletics*

The greatest benefit of the LDP for me was the assessments that helped me learn more about myself. I found the 360 feedback assessment of very high value. Another very significant benefit of the program was having the opportunity to meet and work with faculty and staff from across the university. *Scott Shafer, Senior Associate Dean in Schools of Business*

The Professional Development Program was an opportunity for me to get to explore the different branches of leadership and to connect with faculty and staff from across campus. The scheduled one-on-one sessions proved to be invaluable. The main concepts I took from the program were the importance of vision, building trust, being prepared, maintaining work-life balance, and having a sense of humor. Thanks you for this great experience. *Dwight Lewis, Associate Athletic Director, Athletics*

The PDC and the LDP selection committee, which consists of faculty and staff administrators, will use the following criteria to select participants for this year’s program.

1. A recent CV
2. An executive summary (one page only) describing your
 - a. Professional responsibilities and/or academic interests
 - b. Career development as it relates to leadership: what are your goals for leadership and how this program will assist you to achieve your goals.

All application materials are due no later than **March 18, 2011**. If you have any questions in the interim, please contact Andrea Ellis at 758-4322 or at ace@wfu.edu.

Thank you,

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Provost

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Professional Development Center

	Program Description	Readings	Est. Date
Kickoff	<p>“<i>SUCCESSFUL LEADERSHIP IN A UNIVERSITY</i>”</p> <ul style="list-style-type: none"> • 1st classroom session 		Sep
Coaching	<p>Leadership Coaching Sessions – with HAYES coach</p> <ul style="list-style-type: none"> • 1 hour each (5 total) • Support for individual competency development (as identified during Prep work) • Coaching to reinforce classroom learning and project completion • Includes 1 Coaching laboratory with video-recorded skill development (Nov 2011) 		Sep Oct Nov Dec Feb
Classroom Session 2	Leader as Mentor; Conflict Management; Relationship Management	To be determined	Oct
Classroom Session 3	Influencing; Teamwork (<i>includes video-recorded practice regarding influencing during coaching session</i>)	Lucioni: Five Dysfunctions of Team	Nov
Classroom Session 4	Teamwork (cont); Managing Change	Patterson; The Influencer	Jan 2012
Classroom Session 5	Strategic vs. Operational Leadership; Vision casting	CCL; Developing Your Intuition	Feb
Classroom Session 6	Helping others be Motivated: Understanding It and Applying it	Green/Hayes: The Belief System	Mar
Capstone Session	<p>“<i>PUTTING IT ALL TOGETHER</i>” “graduation” classroom session</p> <ul style="list-style-type: none"> • Presentation of team project deliverables • Discussion of the keys for continuing development • Identification of key lessons learned 		Apr 2012

LDP 2009 Application List			
First Name	Last Name	Position - as of Spring 2009	Department
Ed	Allen	Faculty	Mathematics
Carole	Brown	Faculty/Interim Chair	Anthropology
Wanda	Brown	Faculty	Library
Jonathan	Christman	Faculty	Theatre
Christa	Colyer	Chair	Chemistry
Jim	Curran	Chair	Biology
Steve	Duke	Director International Studies	Provost's Office
Donna	Hamilton	Associate VP/Senior Counsel	Legal
Dwight	Lewis	Associate AD Internal Operations	Athletics
Dave	Marmion	Associate AD Student Athlete Services	Athletics
Donna	McGalliard	Director Residence Life and Housing	Provost's Office
Emily	Neese	AVP Constituent Development	Advancement
Michele	Phillips	AVP Budget & Financial Planning	CFO
Mary Lynn	Redmond	Chair	Education
Scott	Shafer	Faculty	Business School
Gale	Sigal	Faculty	English
Mike	Tesh	Associate VP Human Resources	Administration
Stan	Thomas	Chair	Computer Science
John	Wise	Assistant VP Hospitality Services	Administration
Dave	Yamane	Chair	Sociology