



MARQUETTE
UNIVERSITY

BE THE DIFFERENCE.

Leadership Development Program Overview

Good leadership makes a profound difference in organizations. To meet the goals of Beyond Boundaries and to be recognized among the most innovative and accomplished Catholic, Jesuit universities in the world, we need leaders who engage our employees, reinforce our values, and build a climate where everyone can bring their best to their work every day.

Participants

To foster collaboration and build relationships among Marquette colleagues, the group will consist of 25 employees from all areas of the university.

Program Structure

Each cohort will run throughout a semester and consist of ½ day in-person meetings as well as independent assignments and readings to be completed between sessions. The in-person sessions will be held approximately every other Friday from 8:30 a.m. to 12:00 p.m. and the expected time commitment is 36 hours (inclusive of both the in-person and independent work) over the course of three months.

The first cohort will run from October 1 through December 17, 2021.

Expected Outcomes

Leadership Development Program participants will:

- Cultivate skills to successfully execute activities required to attain strategic goals.
- Develop essential leadership competencies.
- Enhance skills in the management of work and teams.
- Form and/or strengthen relationships with others to foster campus-wide collaboration.
- Create an individualized leadership development plan for continued growth and development in key leadership competencies.

Program Topics

- Adjusting to and preparing for change
- Collaboration and building relationships
- Communication methods
- Crucial Accountability
- Crucial Conversations
- Dealing with conflict
- DiSC Assessment
- Ethics, values & virtues in leadership
- Goal setting
- Importance of trust
- Leadership vs. management
- Power of influence
- Problem-solving/decision-making
- Strategic planning
- Taking risks and achieving results
- Unconscious bias

What is expected of participants?

- Attendance and full presence at all sessions.
- Complete pre-session and between class readings, presentations, and assessments.
- Participation in pre- and post-session assessments and progress updates.
- Involvement in sponsored continuous learning opportunities (optional).
- Supervisory approval to participate.

Resources

Participants will receive several books, assessments, course materials, and access to a Learning Management System (LMS), Litmos, where all resources will reside.

Registration

The Fall 2021 program meeting calendar and registration information can be found here. https://marquette.az1.qualtrics.com/jfe/form/SV_7UJhyfvfo94RBr0

Questions?

Please contact Wendy Butler, Director of Organizational Development, wendy.butler@marquette.edu