



SUNY

## LEADERSHIP INSTITUTE

SUNY Solutions for Succession Planning & Leadership Development

**SUNYCL**

### CUSTOM ONSITE WORKSHOPS

The following on-demand workshops are available to assist the college in addressing priority concerns related to the development of its leadership cadre. Each workshop involves extensive interaction and dialog, builds on participant experience, and recognizes multiple learning styles. SUNYLI consultants deliver selected workshops onsite at your campus or system.

#### ENGAGING SELF-AWARENESS

This workshop offers an experiential learning process to heighten self-awareness of one's own leadership style. Visual imagery engages participants in creative conversations and dialogues while the Leadership Wheel provides a basis for self-discovery to further enhance personal leadership development and performance.

#### STRATEGIC PLANNING

Strategic planning is a values-based, information-driven process in which a college reviews its mission in terms of the needs and expectations of its principal stakeholders, then determines what must be done to accomplish that mission. Those decisions are sensitive to changes occurring within the organization and its environment, and are directed toward making efficient use of resources. This workshop focuses on how to engage stakeholders in a participatory process for developing a strategic plan. Included are exercises for collecting and analyzing data, facilitating the group process, and articulating goals, strategies and action plans. Participants will leave the program with a workbook of guidelines, exercises and tools for developing a strategic plan.

#### EXECUTIVE LEADERSHIP

One of the most pressing challenges in higher education today is the need to communicate effectively across cultural and disciplinary boundaries. Leaders must engage a diverse body of stakeholders in a constructive process to shape a campus culture of innovation and high performance. This workshop examines strategies for creating a shared vision of the future and a process for moving toward that future. It provides a tool-kit and practice exercises in conducting difficult conversations and elevating thinking and creativity. The outcome will be an improved understanding of how executives can lead and communicate more effectively in dealing with conflict, building consensus, and negotiating solutions.

#### CAMPUS LEADERSHIP

Campus leaders operate within multiple stakeholder networks – faculty, staff, students, alumni, vendors, etc. – to transact business and deliver value. This workshop engages participants in understanding power, influence, and motivation in interpersonal relationships, networks, and teams. The participants practice a variety of communication strategies for influencing stakeholders and effectively leading change on campus.

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**Y O U R   G O A L S**  
**Y O U R   S C H E D U L E**  
**Y O U R   B U D G E T**  
**Y O U R   P R O G R A M**

## **CHAIR DEVELOPMENT PROGRAM**

This workshop assists faculty chairs in addressing the challenges they face and leading change in their departments. Participants examine the role and responsibilities of the department chair through real-life case situations. They then develop and practice approaches for building an effective and collegial culture, coaching and appraising faculty, and resolving conflict.

## **LEADING INNOVATION**

Participants are engaged in an integrated approach to developing and promoting a culture of innovation. They learn how to engage others in constructing meaning around a new idea; how to objectify and validate that meaning through the application of the scientific method; how to connect the validated idea to the organization's culture; and how to develop a network of translators and mediators for institutionalizing the idea. The outcome of this workshop includes a set of strategies for shaping a culture of innovation and service.

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