



LEADERSHIP INSTITUTE

SUNY Solutions for Succession Planning & Leadership Development

SUNY360 Leadership Skills Inventory

The initial phase of the SUNYCL program, the SUNY360 is designed to help college professionals gain greater understanding about their current leadership competencies. The skills are focused on the college sector, and many of them are common to all leadership positions. The selected skills are based on the college leadership competencies developed from research at Cornell University, the American Association of Community Colleges, and other institutions in the forefront of higher education leadership development.

A SKILLS INVENTORY

The SUNY360 Leadership Skills Inventory addresses the full range of competencies common to college leadership. It is intended for use in professional leadership development. The SUNY360 is designed for skill assessment rather than measuring specific performance criteria and, thus, it is not intended for performance assessment. Hallmarks of the SUNY360 are its relevance to college leadership, its focus on developing strengths, and the sophistication of the analysis it provides.

HONEST AND CONFIDENTIAL

The SUNY360 elicits a full circle of confidential feedback from those who observe the leader's skills. The observers are chosen by the participant, not the college, and are known only to the participant. In the resulting reports, all observer inputs are aggregated to mask the observers' individual identities, thereby encouraging frank and thoughtful commentary.

CUSTOM-TAILORED TO YOUR COLLEGE

FOCUS ON YOUR OWN GOALS

A college can add customized questions to the SUNY360 to acquire feedback on its strategic plan and critical priorities. SUNYLI will assist in creating such targeted items to meet the college's needs.

MANAGE YOUR OWN PROJECT

The SUNY360 web site allows you to invite participants and track the progress of the project.

CONTROL YOUR OWN INVENTORY

Participants in the SUNY360 take ownership of their inventory by inviting observers they believe will provide the most valuable feedback.

**YOUR GOALS
YOUR SCHEDULE
YOUR BUDGET YOUR
PROGRAM**

KEY FEATURES

SUNY360 SKILLS INVENTORY

Provides a baseline for each participant in the form of a detailed report that analyzes their responses to the inventory questions and compares them with input gathered from their chosen observers.

PRE-SUNY360 ORIENTATION WORKSHOP

Answers participants' questions and explains the focus of the SUNY360 as skills development rather than employee assessment. Helps reduce pre-inventory anxiety by introducing peer support from co-participants.

POST-SUNY360 FEEDBACK WORKSHOP

Adds significant value by helping participants interpret their SUNY360 results and select competencies to focus on during the balance of the SUNY College Leaders Program.

WHAT YOU GET

ACCESS TO THE SUNY360 WEB SITE

Your program administrator and participants have access to personalized web pages for managing their SUNY360 roles.

FACILITATOR GUIDES

User friendly program manuals guide the college through each step of the SUNY360 process. SUNYLI consultants work with you to ensure that your SUNY360 experience is successful and valuable.

INDIVIDUAL REPORTS

Each SUNY360 participant receives a confidential report showing results for every item in the survey and providing recommendations on how to interpret the results and plan follow-up actions.

COLLEGE REPORT

The College Report aggregates the SUNY360 results for all participants at your college. This report will change each time a new SUNY360 is completed and will show the impact on the college as a result of your leadership development program.

PROJECT REPORT

The college and its project leader receive a report summarizing the results from all participants in the project (whose identities remain anonymous). This report can be used to plan future organizational leadership development.

ADDED VALUE & FREEDOM OF CHOICE

Most colleges employ the SUNY360 as the threshold element of a full SUNY College Leaders program. But the flexible SUNY360 also delivers value through numerous optional applications. Popular options include:

- **STAND-ALONE SUNY360**

Colleges may choose to provide the SUNY360 to individuals as needed, without undertaking a full SUNYCL program. An Individual SUNY360 project allows the college to purchase the SUNY360 in bulk but use it on an individual timeline. The college should plan for individual orientation and feedback assistance to ensure a successful and valuable SUNY360 experience.

- **MENTORING SUNY360**

A popular variant of the traditional SUNY360, the Mentoring SUNY360 allows each participant to get confidential input from a single observer, usually a mentor or supervisor. The inventory is completed quickly and provides especially valuable feedback to the mentee.

- **ORGANIZATIONAL REPORTS**

Flexible SUNY360 reports can be customized by your college to summarize all participants by their roles. You may choose to create organizational reports by department. You have the flexibility to select roles appropriate to your situation and can then create reports aggregating for a single role.

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