

Leadership Excellence program (Lex)

The University of Massachusetts Leadership Program – Sept 16 – Nov 16, 2021

Program Goal: To provide leaders with the skills and necessary tools too effectively during times of great change.

| Program Orientation | Module 1: Your Leadership Profile | Module 2: Drive Innovation | Module 3: Lead Change | Module 4: Gain Commitment | Module 5: Overcome Barriers | Cap Stone Project Presentations |
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| Webinar: Sept 16 (1:00 – 2:30 pm EST) | Webinar: Sept 30 (1:00-4:00 pm) | Webinar: Oct 7 (1:00-4:00 pm) | Webinar: Oct 14 (1:00-4:00 pm) | Webinar: Oct 21 (1:00-4:00 pm) | Webinar: Oct 28 (1:00-4:00 pm) | Webinar: Nov 16 (1:00-4:00 pm) |
| Program overview; Blackboard orientation; Meet LEx Faculty; Meet with your Learning Partner | Build awareness of your personal leadership profile | Collaborate with other though leaders to identify opportunities for innovation | Align followers to implement successful organizational change | Act to help others transition through change | Sustain you change by identifying and removing barriers to change | Present an overview of your change plan and receive valuable coaching and feedback |
| Assignments | | | | | | |
| Complete Hogan – HPI & HDS online assessments Identify a real-life organizational change to apply learnings | Meet with your personal executive coach to better understand your Hogan Leadership profiles | Gain approval from internal leadership to plan to implement an opportunity for innovation/change | Begin to align key stakeholders and draft strategy to Lead Change | Identify individuals/ groups struggling with change and begin Transition Management plan | Proactively identify barriers to change and plan how to overcome them Prepare overview presentation of your change plan | |
| Complete Learning Journal – Part 1 Optional – Meet with Learning Partner | Complete Learning Journal – Part 2 Meet with Learning Partner | Complete Learning Journal – Part 3 Meet with Learning Partner | Complete Learning Journal – Part 4 Meet with Learning Partner | Complete Learning Journal – Part 5 Meet with Learning Partner | Complete Learning Journal – Part 6 Meet with Learning Partner | |

Note: There are 18 hours of classroom time; 2 hours for assessments/coaching; an estimated additional 10 hours to complete assignments and meet with learning partners. Total time program time not to exceed 30 hours.