Leadership Development Report

Status: September 2011 to September 2013

Investment Activities:

- 120 Executives, Directors, and other leaders have been assessed by the Center for Creative Leadership on their leadership competencies representing all MAUs and Community Campuses.
- 120 coaching sessions were held to provide developmental feedback following the assessments.
- A 2-Day Leadership Seminar was run by the Center for Creative Leadership on May 23-24, 2012. This Leadership Seminar was largely funded by a Rasmuson grant designated to bridge Leadership Behaviors and Competencies to the Strategic Direction Initiative at the University of Alaska.
- A 2-Day Leadership Seminar is scheduled for October 30th, 2013, to provide professional development to Deans, Institute Directors, and additional UA leaders related to Strategic Direction.
- 6 resource manuals were purchased with Rasmuson funding entitled “For Your Improvement”, which are reference manuals that leaders can share to find resources to enhance their skills and behaviors as a leader for self-development.
- The following groups that were included in the SDI Leadership Development Program include: The President’s Cabinet, the President’s Statewide Staff, Community Campus Directors, UAF Executives, and UAF Institutional Research Directors.
- The leadership competencies that are assessed in the CCL assessments include 3 types of competencies: Work/Productivity Behaviors, Team Behaviors, and Interpersonal Behaviors. Specifically they are: Strategic Perspective, Being a Quick Study, Decisiveness, Change Management, Leading Employees, Confronting Problems, Participative Management, Collaboration, Compassion, Putting People at Ease Respect, Taking Initiative, Composure, Balance in Life, Self Awareness and Career Management.
- UAF is initiating its second round of coaching with its leaders who elect to participate. Brian Rogers will make coaching sessions available in Fairbanks starting in September for those who choose to participate.
- Group Profile Reports were produced by CCL to reflect the various average scores of our UA leadership groups which will assist in providing/recommending the right training for the right group.
- The top competencies among all groups, according to the Profile Reports, are similar: Collaboration, Strategic Perspective, Participative Management, Taking Initiative, and Leading Employees. “Change Management” is a competency that falls in the middle of the 16 rankings and did not make the top competencies. The score shows that the behavior is performed well, but it is not singled out as highly important by management or by the raters for being a good leader. That may or may not be true in every organization, depending upon whether it needs change. For SDI good change management and leadership is vital.