

Academy for
**LEADERSHIP
EXCELLENCE**
A PARTNERSHIP
BUILDING TOMORROW'S LEADERS



accelerated
leadership GROUP



Center for
Leadership
and Service



**Where will
tomorrow's leaders
come from?**

**How will they best be prepared
to impact the bottom line and
lead others to drive results?**

**What skills will be critical to be
successful as they take on
roles with increasing complexity?**



→ ***“This innovative partnership
promises to provide best-in-class
leadership expertise to benefit
business and organizational
leaders and UGA students.”***

- Victor Wilson
Vice President of Student Affairs, UGA

—Academy for—
**LEADERSHIP
EXCELLENCE**

The University of Georgia Division of Student Affairs has partnered with Accelerated Leadership Group to launch the Academy for Leadership Excellence. Its goal? To provide world-class professional development for those leaders that desire to competently thrive in their lives and careers by building the skills to strengthen their performance and drive tangible results.

This partnership brings together two leaders in their fields. The University of Georgia has a rich history of preparing its graduates to do great things and be great people. Accelerated Leadership Group has a proven track record helping global companies bring out the best in their current leaders and prepare their future leaders to impact their organization and their careers.

Although the Academy for Leadership Excellence will ultimately provide leadership development for students at the University of Georgia, the Academy will initially focus their efforts on two key groups where their impact can immediately be felt – Emerging Leaders and Front Line Leaders.

Emerging Leaders are those who are earmarked for potential leadership roles. They may be successful individual contributors or managers new to their first role leading others. They’ll need to get their own job done but be well prepared for those challenges, conflicts and opportunities that arise among team members.

Front Line Leaders have proven they can lead. That’s why they’re tasked with new and complex responsibilities and are moving into positions where they can greatly impact bottom-line results, and more effectively lead those who report to them.

*See how the UGA Academy for Leadership Excellence
can partner with you to build your leaders of tomorrow.*

LET US HELP PREPARE YOUR EMERGING TALENT FOR THE FUTURE

ARE YOU...


- Anticipating future leadership opportunity or preparing others for success?
- Committed to developing high performing talent?
- Desiring to increase your own achievement and contribution?

It can be challenging when you move from being a high-performing individual contributor to a role where you are managing a team or a department. Leading a team requires different skills than being a team member.

Developing Emerging Leaders supports new emerging leadership talent as they step into roles where they will contribute to success by working through others. Program participants will gain self-awareness and learn how to leverage their strengths to best lead and influence others to maximize impact and results.

Developing Emerging Leaders can play an important part in a company's talent development strategy preparing potential leaders for the future. We can help you develop those contributors on your team or in your department who are ready to be groomed for even greater leadership responsibility.

Using a powerful combination of self-paced learning, feedback tools, instructor-led training, practice in a collaborative environment, experiential learning opportunities and ongoing coaching, **Developing Emerging Leaders** helps future leaders build a solid foundation and apply newly-developed skills to ensure success in their new roles. Between quarterly live sessions, action learning using Digital Badge platform technology and gamification methods will help to continually engage participants, resulting in progressive achievement and on-the-job application.



EMERGING LEADERS are those who are earmarked for potential leadership roles. They may be successful individual contributors or managers new to their first role leading others. They'll need to get their own job done but be well prepared for those challenges, conflicts and opportunities that arise as they lead a team.



DEVELOPING EMERGING LEADERS

Our integrated and engaging leadership curriculum focuses on six core areas preparing emerging leaders for future challenges:

→ SESSION 1

Leadership Self-Awareness & Interpersonal Skills

Individuals determine their preferred work patterns and the inherent strengths of that preference. They also learn how their preferred style differs from others, why they may not be compatible and how to align with others on the team so their styles complement each other rather than conflict. Ideal for project teams and individuals, this session is designed to help people work together more effectively by improving their communication skills.

Emotional Intelligence

By developing Emotional Intelligence (EI), participants will be able to more effectively motivate themselves, manage stress and resolve conflict. EI allows individuals to increase their capacity to encourage, discipline and comfort themselves and others appropriately based on the situation. Through this workshop, participants learn to develop their Emotional Intelligence, with an emphasis on self-awareness, allowing them to have a positive impact on their overall performance and the performance of those with whom they interact.

→ SESSION 2:

Leveraging One's Strengths

This workshop helps participants understand basic concepts behind leveraging their individual strengths, develop self-awareness of their unique strengths, identify strengths of those they work with and learn how to best leverage these strengths for greater results.

Networking for Emerging Leaders

Many emerging leaders may never have considered their network from a developmental perspective. This unique workshop teaches these leaders the value and characteristics of a high-performance network and how to establish and grow their own networks to increase their influence.

→ SESSION 3:

Coaching and Providing Feedback

This session improves participants' performance by improving their ability to deliver specific coaching and feedback that is appropriate for the recipient's development level and behavior style.

Presentation & Facilitation Skills

Emerging leaders will learn the difference between "presenting" at a meeting and "facilitating" a meeting and will build the skills necessary to successfully do both well. Participants will learn how to effectively apply the skills that will influence the direction a facilitated meeting takes, the tone or atmosphere of the meeting and the outcomes and results achieved.



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DEVELOPING EMERGING LEADERS



➔ **REGISTER NOW for Developing Emerging Leaders**

This intensive development program includes three 2-day classroom sessions using integrated learning, application and coaching in a collaborative environment. Between sessions, a self-paced Digital Badge performance improvement platform, utilizing a gaming framework, will help drive learner engagement and leadership application.

SESSION 1: FEB. 23 - 24, 2016

SESSION 2: MAY 17 - 18, 2016

SESSION 3: AUG. 2 - 3, 2016

*Live sessions will take place
in the metro Atlanta area*

TUITION: \$8,500

\$8,250 for registration prior to Nov. 15; \$8,200 for five persons or more

CALL: Bill Dickinson, Senior Consultant, 216.544.0911

EMAIL: bdickinson@algleaders.com

VISIT: www.ALGladers.com/UGA



INCREASED RESPONSIBILITIES • INCREASED COMPLEXITIES • INCREASED OPPORTUNITIES

ARE YOU...

- **New to your leadership role?**
- **An experienced leader but facing new challenges?**
- **Desiring growth and the next career opportunity?**

You've proven yourself and are ready for greater challenges and opportunities as a front-line leader.

As a front-line leader or manager, you're in a unique position to better coach others, demonstrate extraordinary leadership for your team and more effectively impact your organizational bottom line. Whether you're taking on your first role leading others or moving up and need to learn how to best collaborate across complex organizations, **Leading Others, the Front Line** will prepare you to more competently lead yourself, lead others and lead for results.

Leading Others, the Front Line can play an important part in a company's talent development strategy preparing current leaders for increasingly complex jobs that greatly impact your bottom line. We can help you develop those leaders on your team who are ready to be groomed for even greater leadership responsibility.

Using a powerful combination of self-paced learning, feedback tools, instructor-led training, practice in a collaborative environment, experiential learning opportunities and ongoing coaching, **Leading Others, the Front Line** helps future leaders build a solid foundation and apply newly-developed skills to ensure success in their new roles. Between quarterly live sessions, action learning using Digital Badge platform technology and gamification methods will help to continually engage participants, resulting in progressive achievement and on-the-job application.

FRONT LINE LEADERS have proven they can lead. That's why they're tasked with new and complex responsibilities and are moving into positions where they can greatly impact bottom-line results, and more effectively lead those who report to them.



→ SESSION 1

Leadership Self-Awareness & Interpersonal Skills

Individuals determine their preferred work patterns and the inherent strengths of that preference. They also learn how their preferred style differs from others', why they may not be compatible and how to align with others on the team so their styles complement each other rather than conflict. Ideal for project teams and individuals, this session is designed to help people work together more effectively by improving their communication skills.

Emotional Intelligence

By developing Emotional Intelligence (EI), participants will be able to more effectively motivate themselves, manage stress and resolve conflict. EI allows individuals to increase their capacity to encourage, discipline and comfort themselves and others appropriately based on the situation. Through this workshop, participants learn to develop their Emotional Intelligence, with an emphasis on self-awareness, allowing them to have a positive impact on their overall performance and the performance of those with whom they interact.

Coaching with Courage

Designed to improve leader performance by improving their ability to deliver specific coaching and feedback that is appropriate for the recipient's development level and behavior style, this workshop focuses on coaching and feedback aimed at improving targeted skills required for success on the job.

Leveraging One's Strengths

This workshop helps participants understand basic concepts behind leveraging their individual strengths, develop self-awareness of their unique strengths, identify strengths of those they work with and learn how to best leverage these strengths for greater results.

Preparing Participants for 360° multi-source survey feedback

Conducting a meaningful 360° feedback survey requires expertise and tools. The Accelerated Leadership Group 360° process is administered through a web-based platform that streamlines the survey set-up, data collection and reporting. ALG will communicate the objective of the 360° multi-source survey and the process that will be followed to roll out the surveys. Because the process is run by an external third-party, respondents have more trust in the confidentiality of their input.



→ SESSION 2

Interpreting Individuals' 360° survey analysis

This workshop covers concepts including addressing difficult or uncomfortable feedback, determining what strengths and developmental areas need focus and creating development plans to discuss with their respective leaders. ALG will deliver a Self-Development Toolkit for participants to use as a guide to take action on their 360° feedback.

Coaching with Emotional Intelligence

By developing the Emotional Intelligence (EI) of leaders, they will be able to more effectively motivate themselves, manage stress and resolve conflict. EI allows leaders to increase their capacity to encourage, discipline and comfort different people appropriately in different situations. Through this workshop, we teach leaders the skills to develop their Emotional Intelligence, allowing them to have a positive impact on their overall performance and the performance of those they manage.

Leadership Point-of-View and Identity

To succeed as a leader you must be able to articulate a defining position for yourself and your organization and be able to talk clearly and convincingly about who you are, why you exist and how you operate in good times and in bad. In this session, participants will identify ideas, leadership philosophies and beliefs for which they feel strongly, learn how to articulate a clear set of values and identify behaviors to support them.

Creating a Winning Culture

This session provides leaders with an understanding of the concepts and behaviors needed to coach a winning team. Participants will actively engage and experience ways to create a winning team in the competency areas of trust, courage, commitment and results. Participants will also receive a Leader's Coaching Resource Guide with tools to help them continue to coach a winning team.



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This intensive development program includes two 2½-day classroom sessions using integrated learning, application and coaching in a collaborative environment. Between sessions, a self-paced Digital Badge performance improvement platform, utilizing a gaming framework, will help drive learner engagement and leadership application.

SESSION 1: MARCH 15 - 17, 2016
SESSION 2: AUGUST 16 - 18, 2016

*Live sessions will take place
in the metro Atlanta area*

TUITION: \$7500

\$7250 for registration prior to January 15, 2016; \$7200 for five persons or more

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Why Choose the Academy for Leadership Excellence?

This partnership brings together two powerhouses in leadership development — UGA Student Affairs and Accelerated Leadership Group (ALG.)

The Academy for Leadership Excellence was established to provide world-class leadership skills development for those who want to confidently and competently thrive in their lives and careers. While the Academy is initially focused on programming preparing leaders for future growth, a separate customized leadership curriculum is being developed in service to the University's student population.

University of Georgia Student Affairs

Founded in 1785, the University of Georgia is America's first state-chartered university and the birthplace of the American system of public higher education. Serving over 35,000 students in more than 150 fields of study, UGA is the state's oldest, most comprehensive, and most diversified institution of higher education. Its motto, "to teach, to serve and to inquire into the nature of things," reflects the University's integral and unique role in the conservation and enhancement of the state's and nation's intellectual, cultural and environmental heritage.

UGA Student Affairs is comprised of 19 campus departments that enhance the learning environment for students by stimulating the learning process, integrating the in-class and out-of-class experiences, promoting an environment conducive to growth and discovery and facilitating intellectual, spiritual, social, occupational, physical, cultural and emotional development. For more information, visit studentaffairs.uga.edu.

Accelerated Leadership Group is a leadership consulting firm with extensive experience in management and leadership development. ALG partners with organizations to hire, develop and grow their internal diverse talent into competent, successful contributors and knowledgeable leaders.

ALG creates meaningful change in the behavior of an organization's leaders by improving overall performance through the coaching and development of people — ultimately impacting bottom-line productivity. By using a multi-faceted learning approach to develop critical leadership skills with a variety of sustainability tools, ALG helps teach leaders how to bring their new skills to life through practical and real-world application. That's why so many top companies including Coke, AT&T, CNN, Pfizer and SAP rely on Accelerated Leadership Group to meet their leadership development needs. Learn more at www.ALGleaders.com.

At ALG, we believe that leadership development is a journey, not an event.

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