

# ULead Cohort 12

## Program Structure & Timeline Commitment – 2022/2023

Date	Program Courses and Events	Participant Commitment
<b>April 25– June 3, 2022</b>	<ul style="list-style-type: none"> <li>Participant application</li> </ul>	<ul style="list-style-type: none"> <li>Submit application and manager support application</li> </ul>
<b>June 13 – 24, 2022</b>	<ul style="list-style-type: none"> <li>Participant application review and selection</li> <li>Messaging to Executive Directors</li> </ul>	<ul style="list-style-type: none"> <li>Participant selection confirmed June 24 by HR</li> </ul>
<b>Thursday September 15th, 2022</b> 9:00 am – 4:00 pm  <i>Location: TBA</i>	<ul style="list-style-type: none"> <li>Program kick-off and orientation</li> <li>Establish group norms</li> <li>Presentations by participants</li> </ul>	<ul style="list-style-type: none"> <li>Pre-work activity</li> <li>Active participation in kick-off meeting</li> <li>Brief presentation by each participant</li> <li>Preparation of LPI (360) assessment list for submission</li> </ul>
<b>Week of September 19th, 2022</b>	<b>Launch of 360 Assessments</b>	<ul style="list-style-type: none"> <li>Provide list of employees, manager and others to participate in the Leadership Practices Inventory (LPI) Assessment</li> </ul>
<b>Wednesday October 26th, 2022</b>  9:00 am – 4:00 pm  <i>Location: TBA</i>	<b>Understanding Self: 360 Assessment and Debriefing</b> <ul style="list-style-type: none"> <li>Debrief of assessment tool and how to analyse your own results</li> <li>Discussion of areas of opportunity</li> <li>Creation of Development Plan</li> <li>Connection to The Leadership Challenge</li> </ul>	<ul style="list-style-type: none"> <li>Complete online assessment as pre-work</li> <li>Active participation in workshop</li> <li>Creation of Development Plan</li> <li>Post-workshop activity</li> </ul>
<b>Tuesday November 22, 2022</b>  9:00 am – 4:00 pm <i>Location: TBA</i>	<b>Meeting the Challenges of Leadership</b> <ul style="list-style-type: none"> <li>My Big Leadership Challenge Presentation</li> </ul>	<ul style="list-style-type: none"> <li>Pre-work activity</li> <li>Based on work area and 360 feedback, participants will present a significant challenge they are facing as a leader</li> </ul>



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<p><b>Thursday &amp; Friday, January 12 &amp; 13, 2023</b> 9:00 am – 4:00 pm</p> <p><i>Location: TBA</i></p>	<p><b>The Power and Science of Coaching</b></p> <ul style="list-style-type: none"> <li>• Distinguishing between coaching, mentoring, consulting and training</li> <li>• Essential coach-like skills including asking powerful questions, listening attentively, creating awareness in others and helping others to make plans and take action</li> <li>• Using positive psychology tools and techniques for increased personal awareness and satisfaction, and to help others increase their own awareness and positivity</li> <li>• Connections between a coach approach and applied neuroscience</li> <li>• Practice a coach approach for implementation immediately back at work</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-work Activity</li> <li>• Active participation in workshop</li> <li>• Post workshop action plan</li> </ul>
<p><b>Wednesday, February 15, 2023</b> 9:00 am – 4:00 pm</p> <p><i>Location: TBA</i></p>	<p><b>Strategy to Execution</b></p> <ul style="list-style-type: none"> <li>• Understand how your team planning process fits into Eyes High</li> <li>• Consider different collaborative approaches to team goal setting</li> <li>• Understand techniques for effective execution of plans</li> <li>• </li> </ul>	<ul style="list-style-type: none"> <li>• Pre-work activity</li> <li>• Active participation in workshop</li> <li>• Post workshop action plan</li> </ul>
<p><b>Thursday, March 16, 2023</b> 9:00 am – 4:00 pm</p> <p><i>Location: TBA</i></p>	<p><b>Developing High Performance Teams</b></p> <ul style="list-style-type: none"> <li>• Diagnose the dynamics of a team and apply concepts of high performance teamwork to increase individual accountability/alignment and team productivity</li> <li>• Effectively build and maintain effective team relationships, communication, conflict resolution and meeting decision-making practices Capitalize on team diversity and talents</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-work activity</li> <li>• Active participation in workshop Post workshop action plan</li> </ul>
<p><b>Tuesday, April 18, 2023</b> 9:00 am – 4:00 pm</p> <p><i>Location: TBA</i></p>	<p><b>Leading Through Influence</b></p> <ul style="list-style-type: none"> <li>• Difference between authority and influence               <ul style="list-style-type: none"> <li>○ Influencing Up</li> <li>○ Influencing Across</li> <li>○ Influencing Down</li> </ul> </li> <li>• How to build relationships that grow your influence</li> </ul>	<ul style="list-style-type: none"> <li>• Pre-work activity</li> <li>• Active participation in workshop</li> <li>• Post workshop action plan</li> </ul>



Date	Program Courses and Events	• Participant Commitment
<p><b>Wednesday, May 17, 2023</b> 9:00 am – 4:00 pm <i>Location: TBA</i></p>	<p><b>Leading and Facilitating Change</b></p> <ul style="list-style-type: none"><li>• Explore how to lead and facilitate organizational change through systems, process, and people</li><li>• Identify alternative methods and approaches to facilitating change, noting the benefits and potential drawbacks of each of these alternatives.</li><li>• Supports Leadership Competency “Envision the Future”</li></ul>	<ul style="list-style-type: none"><li>• Pre-work activity</li><li>• Active participation in workshop</li><li>• Post workshop action plan</li></ul>
<p><b>Thursday, June 8, 2023</b> 9:00 am – 4:00 pm <i>Location: TBA</i></p>	<p><b>The Leadership Challenge Continues</b></p> <ul style="list-style-type: none"><li>• Further development for leaders who have been working to implement The Five Practices of Exemplary Leadership® over the past ten months</li></ul>	<ul style="list-style-type: none"><li>• Pre-work activity</li><li>• Active participation in workshop</li><li>• Post workshop action plan</li></ul>
<p><b>TBA</b> 10:00 am – 12:00 pm <i>Location:</i></p>	<p><b>Program Celebration</b></p> <ul style="list-style-type: none"><li>• Wrap-up</li><li>• Key learnings</li><li>• Program feedback</li></ul> <p>Recognition and Photos with the President of the University of Calgary or ELT Member</p>	<ul style="list-style-type: none"><li>• Attend celebration</li><li>• Share learning</li><li>• Provide feedback</li></ul>