Leadership Accelerator Program

Program Overview
This multifaceted non-degree certificate program includes six four-hour in-person/classroom sessions supplemented with six hours of leadership coaching over the course of the program. Participants will meet with their leadership coach between classes, approximately once per month, at a time that is suitable to both. Participants will be provided with:

- A personal leadership coach to help them create and implement a personal leadership development plan
- Extensive use of leadership assessments to build greater self-awareness. Assessments will be taken prior to the start of the program
- An Action Learning Project (ALP) that will enable participants to put what they have learned into action
- Involvement of a company sponsor to provide support and help ensure transfer of learning from the program to the organization
- Leadership development activities and skill-building exercises that build more advanced leadership competencies
- Access to the latest leadership research that will provide insight on how to best lead in the future

Who Should Attend
The CLOE Leadership Accelerator program is for high-potential, mid-career leaders (roughly 5-15 years of work experience) in all industries and functions who want to accelerate their growth as a leader and increase contributions to their organization. The program is particularly well suited for leaders in manager, director or similar roles as they prepare to move into greater levels of responsibility and scope.

Benefits
- Improved self-awareness and development plans to continue personal leadership growth
- Acquired knowledge and skills to lead effectively across the organization
- Greater capacity for strategic decision-making to think faster and more creatively
- The opportunity to network with leaders in different organizations who share similar experiences

Program Director
The program is directed by Paul Tesluk, PhD, dean of University at Buffalo School of Management, professor of organizational behavior, and founding director of the Center for Leadership and Organizational Effectiveness. Much of his research and teaching focuses on the assessment and development of management and leadership talent. Paul also is an elected fellow of the Society for Industrial and Organizational Psychology and the Society for Organizational Behavior, and was recently chair of the Organizational Behavior Division of the Academy of Management, the world’s largest professional academic organization of organizational behavior scholars. Paul regularly teaches in several corporate development programs on topics involving leadership development, has extensive experience as an executive coach, and actively consults with organizations designing and implementing leadership development efforts. He will work with other faculty members and experienced leadership coaches to deliver the Leadership Accelerator program.
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| **Understanding Yourself and Your Leadership Style**  
*Personal Growth and Development* | **Influencing Others**  
Learn different approaches that leaders can take to have effective influence and advance critical team and organizational objectives. Participants will also identify an ALP where they will put what they are learning into action. | **Teamwork and Collaboration**  
Learn to identify, analyze and leverage interpersonal style and preferences, and appreciate how differences in strengths contribute to more effective collaborations and build more capable teams. | **Leading Innovation and Change**  
Enhance understanding of interactive planning through idealized design, the application of design thinking and problem dissolution and improvement. | **Crafting and Using Stretch Assignments and Coaching and Mentoring**  
Stretch assignments, coaching and mentoring are proven leadership development methods. Participants will learn how to craft and use these strategies effectively in their organizations. |

- Participants will review completed self-assessments and create personal development plans. Participants will also identify an ALP where they will put what they are learning into action.

Meetings with Leadership Coach

Create and receive advice on the leadership development plan, review and apply new lessons and discuss ways to continue using new knowledge.

Meetings with Company Sponsor

Review progress on the leadership development plan and ALP and discuss ways to continue using new lessons in the organization.

**For more information or to register**, contact the Center for Leadership and Organizational Effectiveness at mgt-cloe@buffalo.edu or 716-645-2235.