Leadership Accelerator Program

Program Overview
This multifaceted five-month non-degree certificate program includes six three-hour in-person/classroom sessions supplemented with eight 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 to the participant 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 are seeking opportunities 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, up, down and 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, the Donald S. Carmichael Professor of Organizational Behavior and chair of the Department of Organization and Human Resources in the University at Buffalo School of Management and the academic 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 is outgoing 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.

For More Information or to Register: Contact the Center for Leadership and Organizational Effectiveness at mgt-cloe@buffalo.edu or 716-645-2235.
## Leadership Accelerator Program

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<thead>
<tr>
<th>Sessions 1 and 2</th>
<th>Session 3</th>
<th>Session 4</th>
<th>Session 5</th>
<th>Session 6</th>
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<td><strong>Understanding Yourself and Your Leadership Style (Personal Growth and Development)</strong></td>
<td><strong>Influencing Others</strong></td>
<td><strong>Teamwork and Collaboration</strong></td>
<td><strong>Leading Innovation and Change</strong></td>
<td><strong>Crafting and Using Stretch Assignments and Coaching and Mentoring</strong></td>
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<td>Increase participant awareness of their strengths, proficiencies and development needs.</td>
<td>Learn different approaches leaders can take to have effective influence and advance critical team and organizational objectives.</td>
<td>Learn to identify, analyze and leverage their own interpersonal style and preferences, and appreciate how differences in strengths contribute to more effective collaborations and build more capable teams.</td>
<td>Enhance understanding of interactive planning through idealized design, the application of design thinking and problem dissolution and improvement.</td>
<td>Stretch assignments, coaching and mentoring are proven leadership development methods. Participants will learn how to craft and use these strategies effectively in their organizations.</td>
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<td>● Participants will review self-assessments (completed before the start of the program) and create personal development plans. Participants will also learn about an Annual Learning Plan (ALP) they will be involved in that will help them put what they have learned into action.</td>
<td>● Participants will explore topics such as emotional intelligence, building and using personal and social networks, and effective interpersonal and communication styles.</td>
<td>● Participants will learn the elements that contribute to effective teamwork and collaboration, recognize symptoms of team dysfunction and address them constructively, apply the principles of effective teaming to facilitate cross-functional collaboration and innovation, understand and use tools that facilitate effective team functioning such as team charters, and apply these strategies in their organizations.</td>
<td>● Participants will engage in two sessions aimed at using a holistic, collaborative perspective that recognizes a balance between tactical efficiency and strategic effectiveness; planning and action; and short- and long-term initiatives. They will also be provided with a proven framework for leading effective change that addresses the cognitive (mind), motivational (heart) and process (path) components of effective change.</td>
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### Meetings with Leadership Coach

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

### Meetings with Company Sponsor

Review progress on your leadership development plan and Action Learning Project and discuss ways to continue using these new lessons in your organization.