

## Leadership Accelerator Program

### Program Overview

This multifaceted non-degree certificate program includes six three-hour in-person/classroom sessions supplemented with six hours of leadership coaching over the course of the program. You will meet one-on-one with your leadership coach at a mutually agreed upon time in between sessions. You will be provided with:

- A personal leadership coach to help you 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 that will enable you to put what you have learned into action
- Involvement of a company sponsor to provide support and help you transfer what you learned in the program to your 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 you if you are a high-potential, mid-career leader with roughly 5-15 years of work experience in any industry or function who would like to accelerate your growth as a leader and increase contributions to your 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

### Faculty Expertise

Renowned faculty, scholars and experts from the University at Buffalo School of Management teach the program, providing you with cutting-edge research and exercises that build more advanced leadership competencies. Improved self-awareness and development plans to continue



<b><i>Introduction and Understanding Leadership</i></b>	<b><i>Understanding Yourself and Your Leadership Style (Personal Growth and Development)</i></b>	<b><i>Motivation and Morality in Leadership</i></b>	<b><i>Teamwork and Collaboration</i></b>	<b><i>Leading Innovation and Recognizing Creative Opportunity</i></b>	<b><i>Crafting and Using Stretch Assignments and Coaching and Mentoring</i></b>
<p>You will be introduced to the program, its layout and expectations, including an overview of the coaching process, the action learning project and personal development plan.</p> <p>Begin your exploration of leadership with a focus on what it means. Learn about several of the most common roadblocks to leadership and team success in organizations.</p>	<p>Increase awareness of your strengths, proficiencies and development needs.</p> <p>Review completed self-assessments and create personal development plans.</p>	<p>Examine different approaches leaders can take to have effective influence and advance critical team and organizational objectives.</p> <p>Learn about research on which tactics have the most powerful impact on employee motivation, and how to put them into practice.</p> <p>Explore moral issues in leadership, including diversity management, moral work dilemmas and how leaders are perceived by their followers.</p>	<p>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.</p> <p>Dive deeply into work relationships—between leader and follower, and between team members. Explore how and why the potential of these relationships is so often unrealized. Through workshops, learn to recognize and realize this potential, both within organizational teams and across team lines.</p>	<p>Gain an understanding of decision-making biases and organizational processes that block creative output, and see how effective leaders spark innovation in their teams.</p> <p>Develop a holistic, collaborative perspective that recognizes a balance between tactical efficiency and strategic effectiveness; planning and action; and short- and long-term initiatives.</p>	<p>Discover proven leadership development methods, including stretch assignments, coaching and mentoring.</p> <p>Learn how you can use these techniques strategically and effectively in your organization to develop your team members and yourself.</p>
<b>Meetings with Leadership Coach</b>					
Create and receive advice on your leadership development plan, review and apply new lessons, and discuss ways to use your new knowledge.					
<b>Meetings with Company Sponsor</b>					
Review progress on your leadership development plan and action learning project, and discuss ways to continue using new lessons in your organization.					

For more information or to register, contact the Center for Leadership and Organizational Effectiveness at [mgt-cloe@buffalo.edu](mailto:mgt-cloe@buffalo.edu) or 716-645-2235.