

## 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



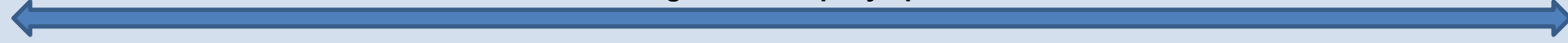
<p><b>Leadership - Motivation, Ethical and Inclusive Leadership</b></p>	<p><b>Understanding Yourself and Your Leadership Style (Personal Growth and Development)</b></p>	<p><b>Effective Communication and Sustainable Innovation</b> <i>Using Data and Story Telling Effectively</i></p>	<p><b>Teamwork, Collaboration and Managing Change</b></p>	<p><b>Decision Making and Recognizing Creative Opportunity</b></p>	<p><b>Crafting and Using Stretch Assignments and Coaching and Mentoring</b></p>
<p>Program expectations, including an overview of the coaching process, the action learning project and personal development plan.</p> <p>Learn about several of the most common roadblocks to leadership and team success in organizations.</p> <p>Explore ethical issues in leadership, including diversity, belonging in the work place. Inclusive work environments and how leaders are perceived by their followers.</p>	<p>Increase awareness of yourself and others. Including unique strengths, behavior competencies and identify strategies for 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>Use data to communicate strategically and effectively in your team, organization and community</p> <p>Lead with empathy and emotional intelligence</p> <p>Lead with data and storytelling</p> <p>Examine innovative practices and why you should use a needs-first orientation, how to use a market-based approach to identifying unmet customer needs, and how to overcome common innovation obstacles.</p>	<p>Better team decision making</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.</p> <p>Understand how information asymmetry and social interactions help improve team performance and climate.</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 for optimum outcome</p> <p>The art of 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>

**Meetings with Leadership Coach**



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

**Meetings with Company Sponsor**



**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.