

Board of Trustees
Human Resources Committee
Division of Human Resources
Executive Leadership Development Program

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North Carolina Agricultural and Technical State University



Executive Leadership Development Update

- ✓ Proposed initial cohort identified and vetted by the Chancellor.
- ✓ Process for pre-assessment will consist of two (2) parts and include:
 - ✓ Change Readiness Gauge
 - Climate for change
 - Capacity for change
 - Structures and systems
 - Response to change
 - ✓ 360-Degree Feedback
 - Confidential anonymous feedback

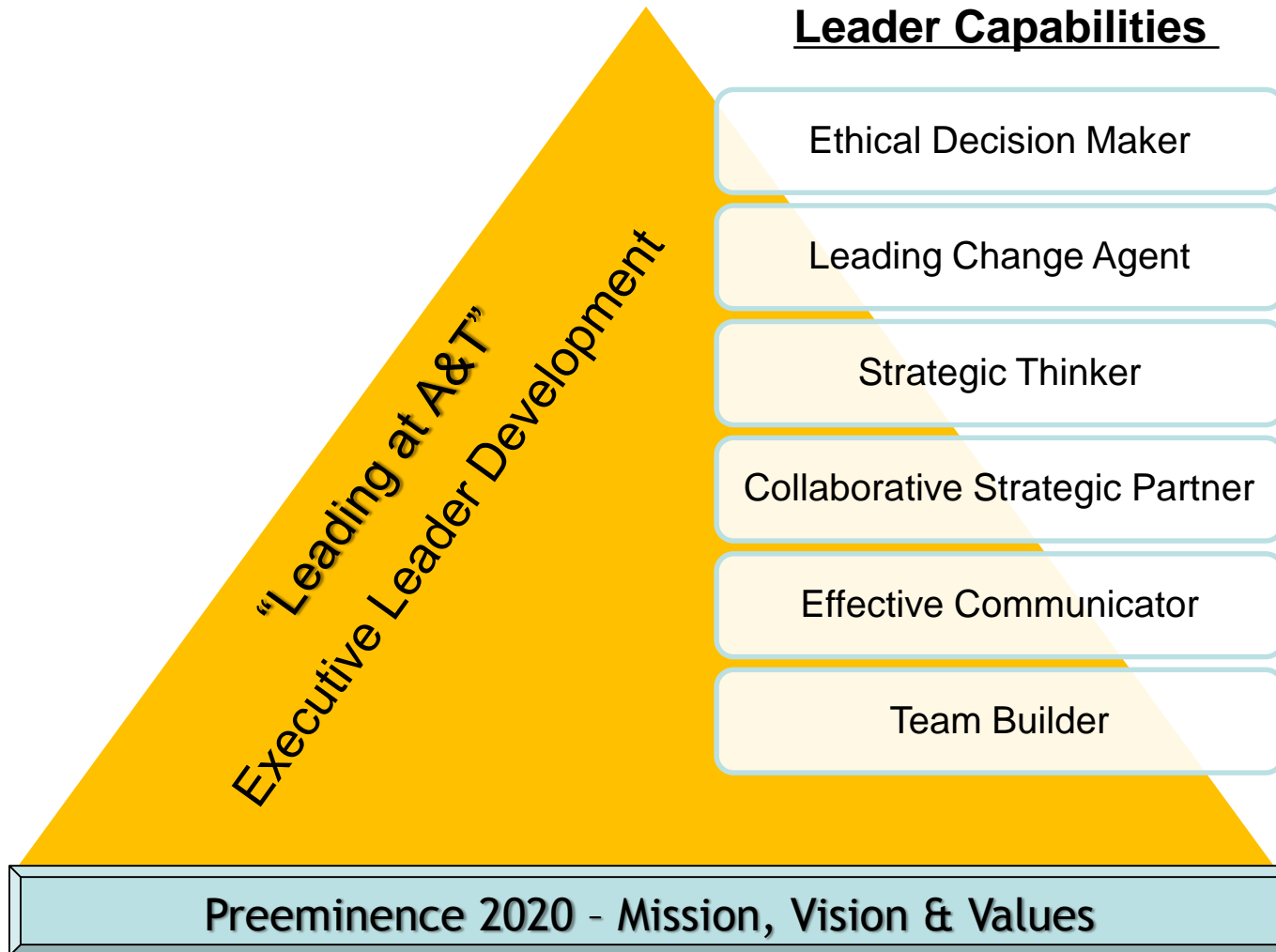
- ✓ Created a mission statement to capture the core principles of this program.
- ✓ Scheduled the execution date of assessments to participants.
- ✓ Developed related materials to include:
 - ✓ Invitational letter by the Chancellor
 - ✓ How to Determine your Raters
 - ✓ Frequently Asked Questions (participant)
 - ✓ Frequently Asked Questions (tool for VCs and Deans)



Mission Statement – “Leading at A&T”

The mission of the Executive Leadership Development Program (ELDP) is to cultivate and promote a culture of high performance and sustainable leadership at North Carolina Agricultural and Technical State University.







Phase I – “Leading at A&T”

April 2015-June 2016

Initial Contact

- Initial Contact: Invitation from the Chancellor. (April 20 – April 21, 2015)

Assessments

- Pre-Assessment delivered to participants. (April 27, 2015)
- Assessments due to Discovery Learning, Inc. (DLI). (May 11, 2015)

Results

- Debriefing of results will include the Steering Committee and Chancellor Martin. (May 18 – 22, 2015)

Curriculum Development

- In collaboration with DLI, Steering Committee will develop curriculum based upon identified gaps and strengths.
- Agendas created for sessions, i.e., speakers, locations, times, dates. (May – July, 2015)

Participant Engagement (Tier II)

- Reception (June 2015)
- University governance, i.e., structure (BOT, BOG), budget, etc. (July 2015)

Session Begins

- ELDP Kick-off Debrief/Retreat. (August, 2015)

Phase I – Completed

- Curriculum Completion. (June, 2016)



Phase II (Tier II)– “Leading at A&T”

July 2016-June 2017

P

Participate in university leadership experiences:

- Participation as member, chair or co-chair in current university standing committees, i.e., Military Student Success & Campus Based Committee, February 1 Committee, Technical Advisory Steering Committee, Data Integrity Committee, etc.

R

Redefine ELDP based upon assessments and new identified gaps, strengths and opportunities:

- Identify possible next steps dependent upon post assessment and current needs.
- Begin process for new cohort of Tier II leaders based on post assessments and current needs of the university.

I

Identify outcomes of leader capabilities:

- Provide post-assessment to measure effectiveness of program.
- Determine going forward a formalized way to accept participants in program for Tier II participants.
- Reevaluate leadership capabilities, have they changed with the demands of internal and external drivers?

D

Develop community leadership experiences:

- Community Involvement, i.e., United Way, Leadership Greensboro, Greensboro Partnership, Guilford County School System

E

Engage lessons learned through:

- Providing “real world” case studies to enhance dialogue and critical thinking from a leadership perspective.
- Identifying of coaches/mentors.



