**What is The Leadership Experience?**

Learning and Development offers a semester long program that builds upon the foundation established by LEAD; however its content is more closely aligned with skills needed to develop core leadership competencies such as:

- Strategic Visioning
- Project Management
- Managing Change
- Critical Problem Solving
- Situational Leadership

The Mission Statement found in the UNCC Charlotte Institutional Plan for 2011 – 2016 cites the following values:

- An open intellectual environment that values diversity, integrity, and mutual respect
- A collaborative and supportive campus
- Open communication
- Shared decision making and accountability
- Leaders who “Walk the Talk” and lead by example

The new Leadership Experience is designed to build skills that directly support that Mission Statement. In addition, it is aligned with University Goal #5:

*Enhance opportunities for learning and working together in a socially and culturally diverse world.*
A recent article in the Harvard Business review cited the importance of the role Managers play in employee development, specifically “thus, employees’ direct managers are often their most important developers.”

In addition, a study conducted by Gallup found that the best managers in the region actively:

- **Create a culture of continuous learning.** They share knowledge and provide employees with learning experiences relevant to success in their role.
- **Foster dialogue about talents and strengths.** Manager-employee discussions provide a platform for growth beyond formal training programs. They support employees’ development objectives and foster dialogue about employees' talents and strengths, areas where they may need additional support or training, and how the gap between talent and training could be bridged.

The Leadership experience was designed to position Human Resources as a key partner in Leadership Development. Not by designing content in isolation, but by working closely with business leaders to develop an experience that adds value in reaching the University organizational goals. The following are key strategic components of the program that can be widely adopted as best practices for any Human Resource initiative in a variety of environments.

- **Encourages accountability**
- **Builds a curriculum using adult learning principles**
- **Based upon needs analysis data**
- **Actively engages the manager of the participant**
- **Includes quantifiable metrics to support impact**
- **Contains pre/post activities to assist with transfer of learning to the job**
- **A system thinking approach utilized to design and develop program content**
- **Team capstone project is based on the life cycle of a University employee and the role of the leader**

**What are the required courses?**

- DISC – A personal assessment tool that measures an individual’s behavior on four dimensions:
  1. Dominance
  2. Influence
  3. Steadiness
  4. Conscientiousness
- Problem Solving
- Strategic Thinking
- Situational Leadership II
- The Employee Life Cycle
- Ethical Decision Making
What is the cost?
$350 per participant

What are past attendees saying about The Leadership Experience?

“The Leadership Experience expanded my understanding of my personal leadership style and opened my eyes to various scenarios in which that style plays out in day-to-day professional situations (for better or for worse!). Being able to step away from the “desk” and explore these scenarios in a dedicated and safe environment with other University colleagues facilitated by development professionals provided both the insight and reflection to elevate my job performance as well as professional satisfaction.”

“I would give the program five stars. I don’t think you could have left anything out nor included any more.”

“I found the entire experience very useful. I learned a lot about leadership, but I really learned more about myself. I didn’t realize how I came across to my direct reports and it was a very good learning experience. I also enjoyed meeting all the other people in the class. I would never have met some of them without this course.”

“My participation in the Leadership Experience Program was the best professional development opportunity I have experienced at UNC Charlotte. During the semester-long workshop, we covered a varied set of topics ranging from Situational Leadership, Communication Tools, Leading Change, Strength Finders, and Strategic Thinking. The knowledge I gained during this program is invaluable. It has enhanced my leadership skills, made me more aware of the expectations of a good leader, and given me the tools to handle situations in my workplace where previously I was unprepared. The biggest impact of my participation in The Leadership Experience Program has been an increase in communication and collaboration within my team. I am very appreciative of this Leadership Experience opportunity and would highly recommend it to any university leader seeking to improve their leadership skills.”

What is the time commitment?

The Leadership program consists of a total of 56 hrs of classroom time delivered over one semester.

In addition, there will be a pre-course assessment of your leadership style and an opportunity to work with your peers on a developmental project. Participants will also be expected to meet on a regular basis with their managers to discuss their progress.
What does an ideal candidate look like?

The ideal candidate is currently in a leadership role at UNC Charlotte and is a Manager of multiple teams. The candidate would also possess the following characteristics:

- Seeks out challenging opportunities
- Develops cooperative relationships with others
- Serves as a personal example of integrity and leadership
- Rewards and encourages others for a job well done
- Paints a compelling vision of future possibilities
- Is open to new ideas and thoughts
- Follows through on promises and commitments
- Is willing to devote the time and effort to participate in the program

How do participants enroll?

Participants complete The Intent to Enroll Form and submit it to Human Resources. Applications are then evaluated and successful applicants are notified.

For additional information on The Leadership Experience contact Khurst5@uncc.edu, Program Manager.