

REACH YOUR POTENTIAL



Agenda



- Strategic Development Process
- An Innovative Approach
- Curriculum Architecture and Development
- Collaborators
- How to Apply

**STRATEGIC
DEVELOPMENT
PROCESS**



EMERGING LEADERS
MENTORSHIP AND TRAINING

What is an Emerging Leader?

An Emerging leader is an individual who consistently shows strong performance and demonstrate traits in their current role that will translate well into a leadership position in the future. These key traits include:



Strategic Thinking



Emotional Intelligence



Resilience



Growth Mindset



Influence and Impact

Why now?



This has been a priority for several years, but now we are positioned with new instructional designers on staff and a broad array of subject matter experts to assist in content development and delivery to provide a robust curriculum for our high potential leaders.

Departmental Impact

Participants will be engaged with subject matter experts from several departments that support key business, strategic and operational functions across the university.

- Business Services – Financial Management, Procurement, Student Accounts, Business Systems and Reporting, Internal Policy and Controls and Campus Mail
- Resource Planning
- Human Resources
- University Facilities
- UB Foundation
- Research and Economic Development
- Institutional Analysis
- University Advancement



Eligible Candidate Pool

The focus will be on professional employees in current business roles across UB, however eligible candidates include constituents from all units across UB who have demonstrated a high level of ability, ambition and drive in their current role and aspire to take on a senior leadership position in the future and would benefit from this curriculum.



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AN INNOVATIVE APPROACH



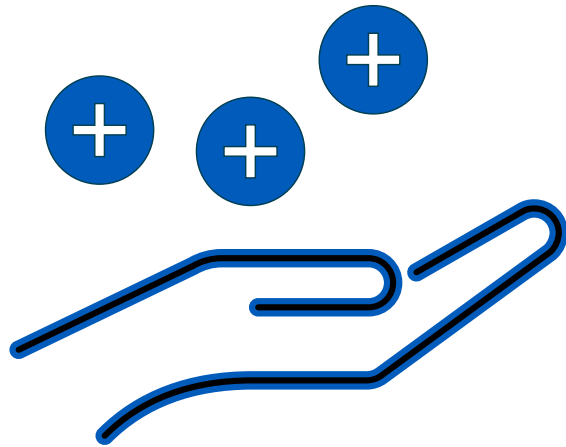
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Fresh Take



The new hybrid structure of the program is to fully enhance the knowledge and skills for those participating while also providing a credential to assists in promotional opportunities and career advancement into leadership roles. All while progressing with a cohort of peers to foster professional relationships with peers and mentors.

Benefits of the Program



Identifying Candidates

- Those with interest
- Recommendations
- Supervisor Approval
- Experience/Longevity

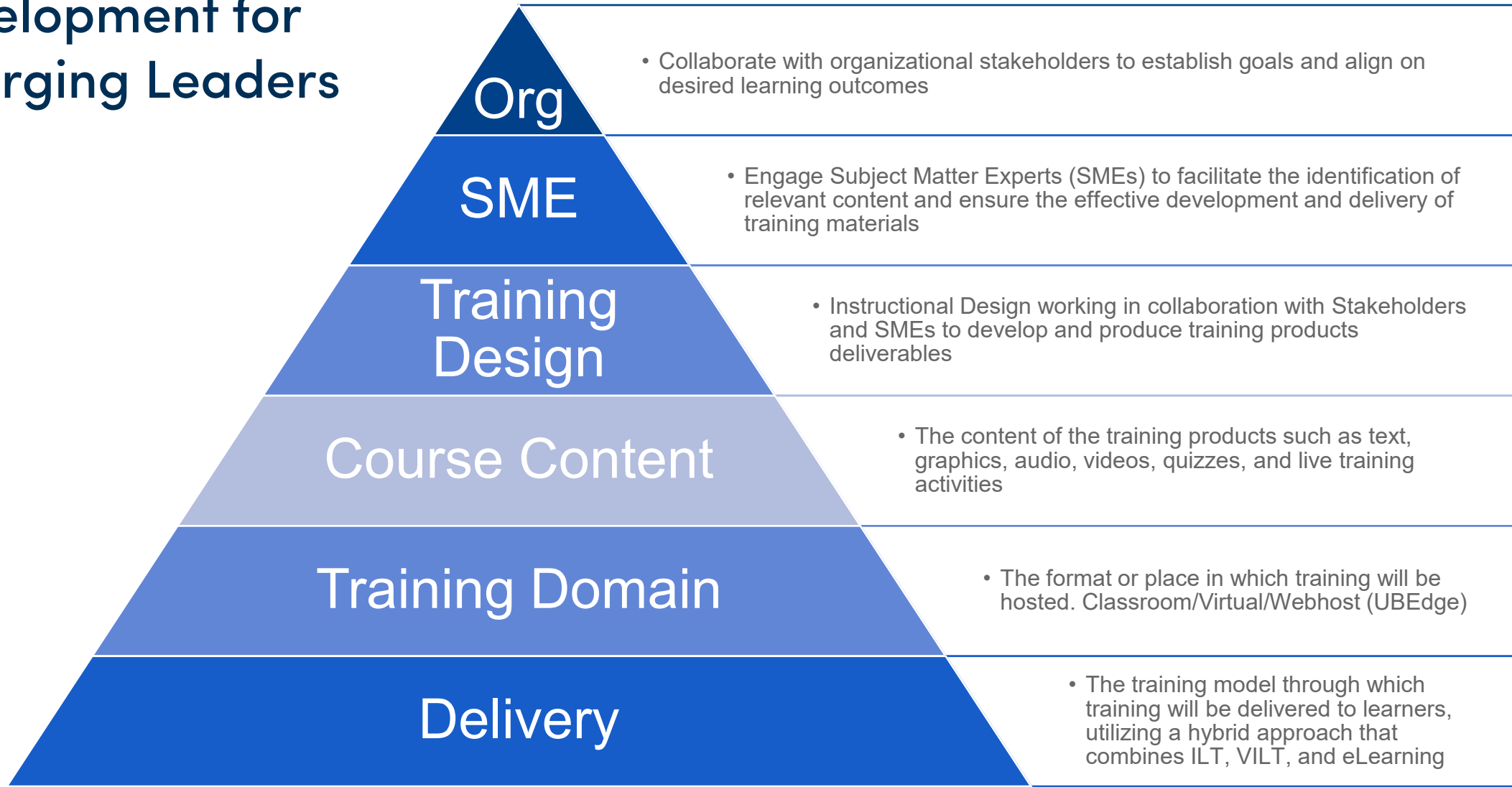


CURRICULUM ARCHITECTURE AND DEVELOPMENT



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Curriculum Development for Emerging Leaders



Courses

eLearning

- Same topic as the Instructor Led course
- Contains foundational material to build understanding for the Instructor led portion
- Self-Paced, can contain, videos, activities, interactives, reading
- Engaging and builds excitement for next phase



Instructor Led

- A continuation of the eLearning
- Expand upon the ideas of the eLearning
- Discussion or Activity-Based
- If Lecture based, includes class questioning techniques.

Micro Sessions

Instructor Led

- Discussion or Activity-Based
- Shorter sessions
- Doubled up with in a month

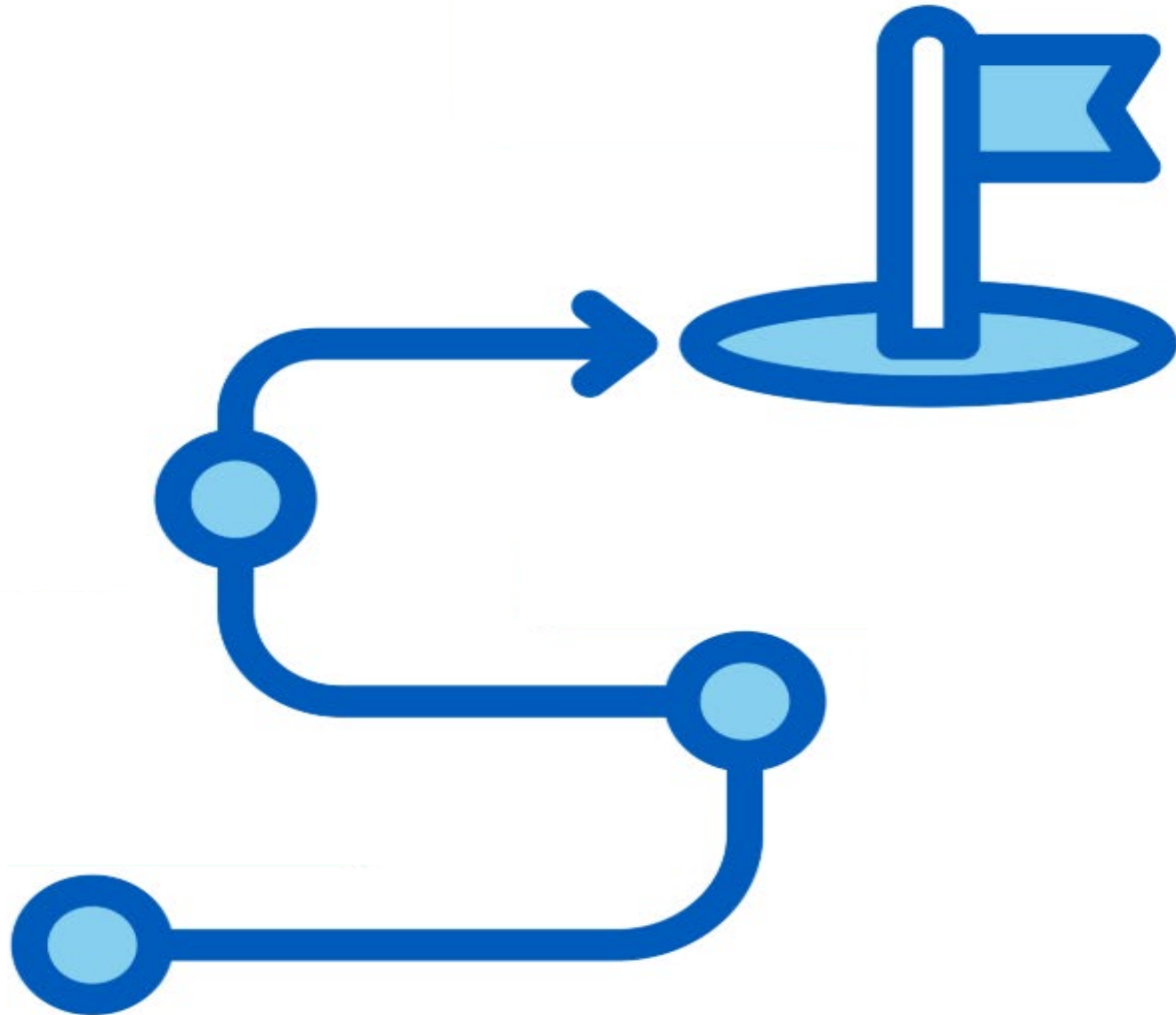


Cohort

Time between class is not lost.
Engagement is continuous in the form of:

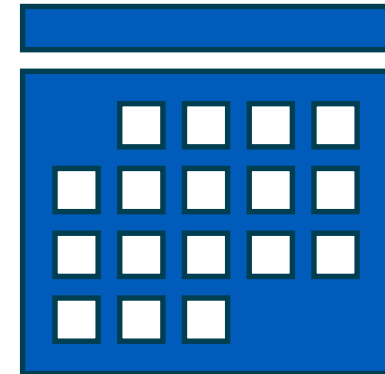
- Forums for continuous discussions
- Guest Speakers
- Opportunities for additional training such as HR soft skill offerings





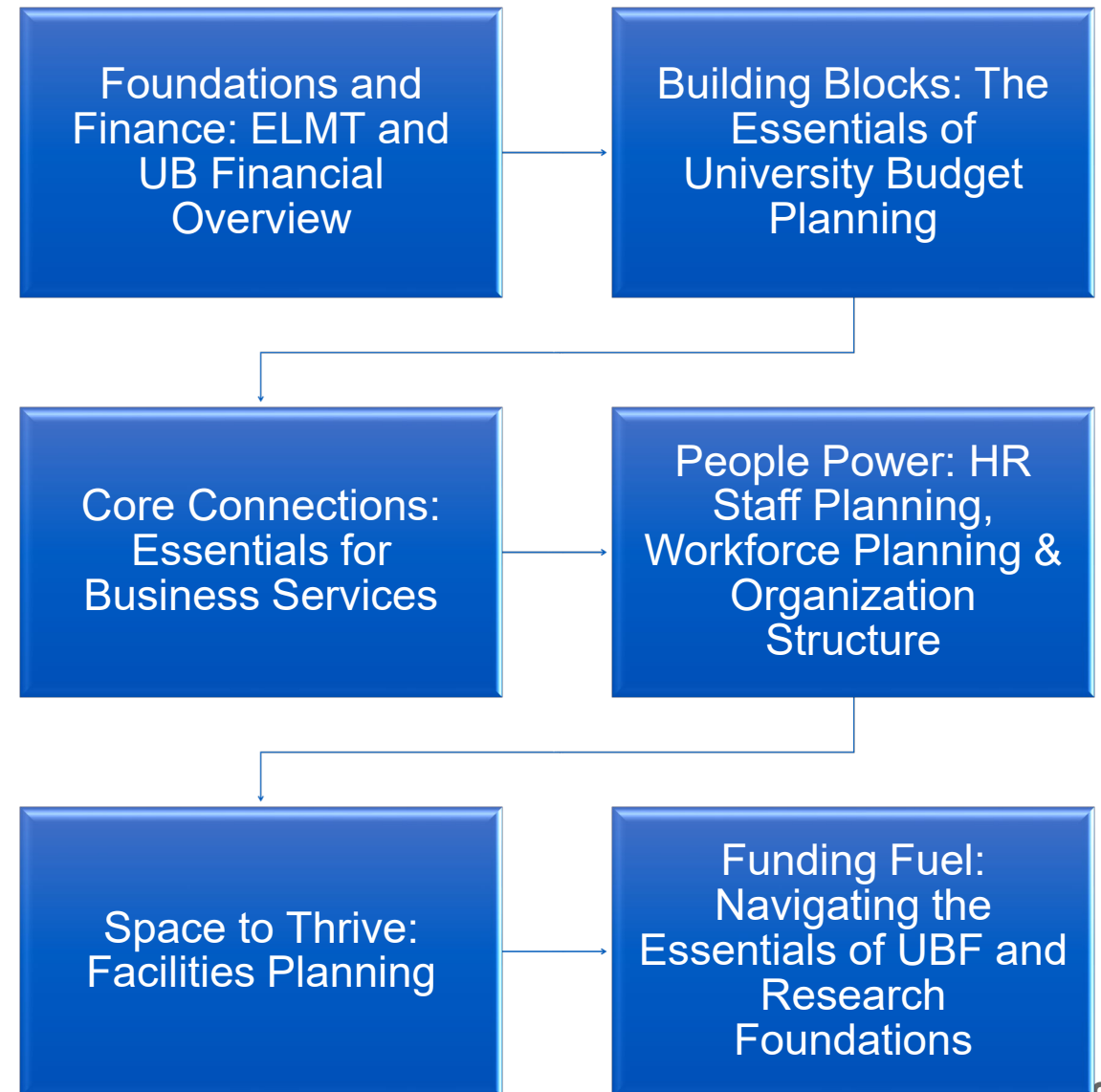
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18-MONTH TIME COMMITMENT



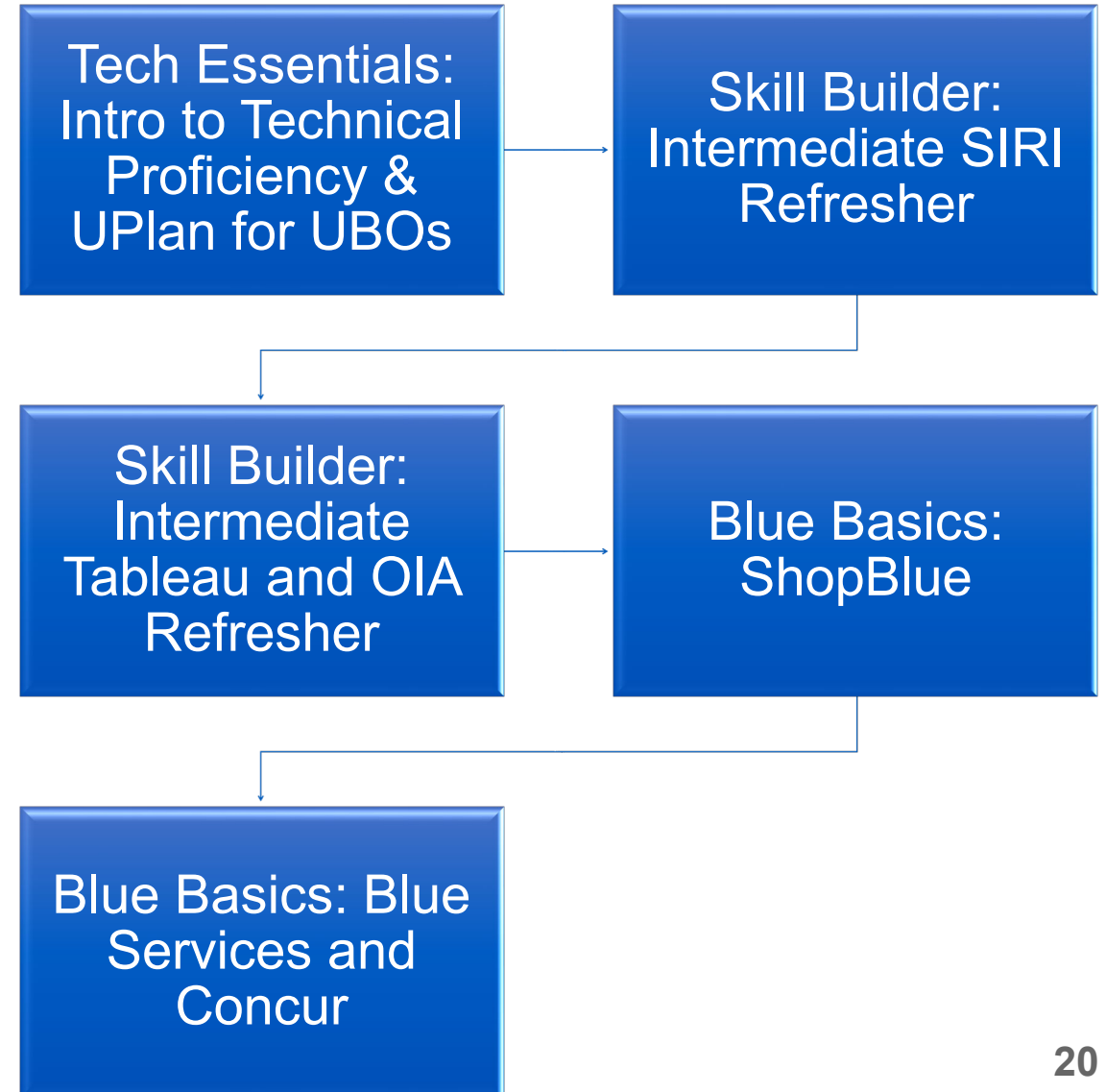
Perspective I: Essential Knowledge

Core Focus: Establishing a foundation of knowledge that is critical to the business functions and responsibilities of a Unit Business Officer.



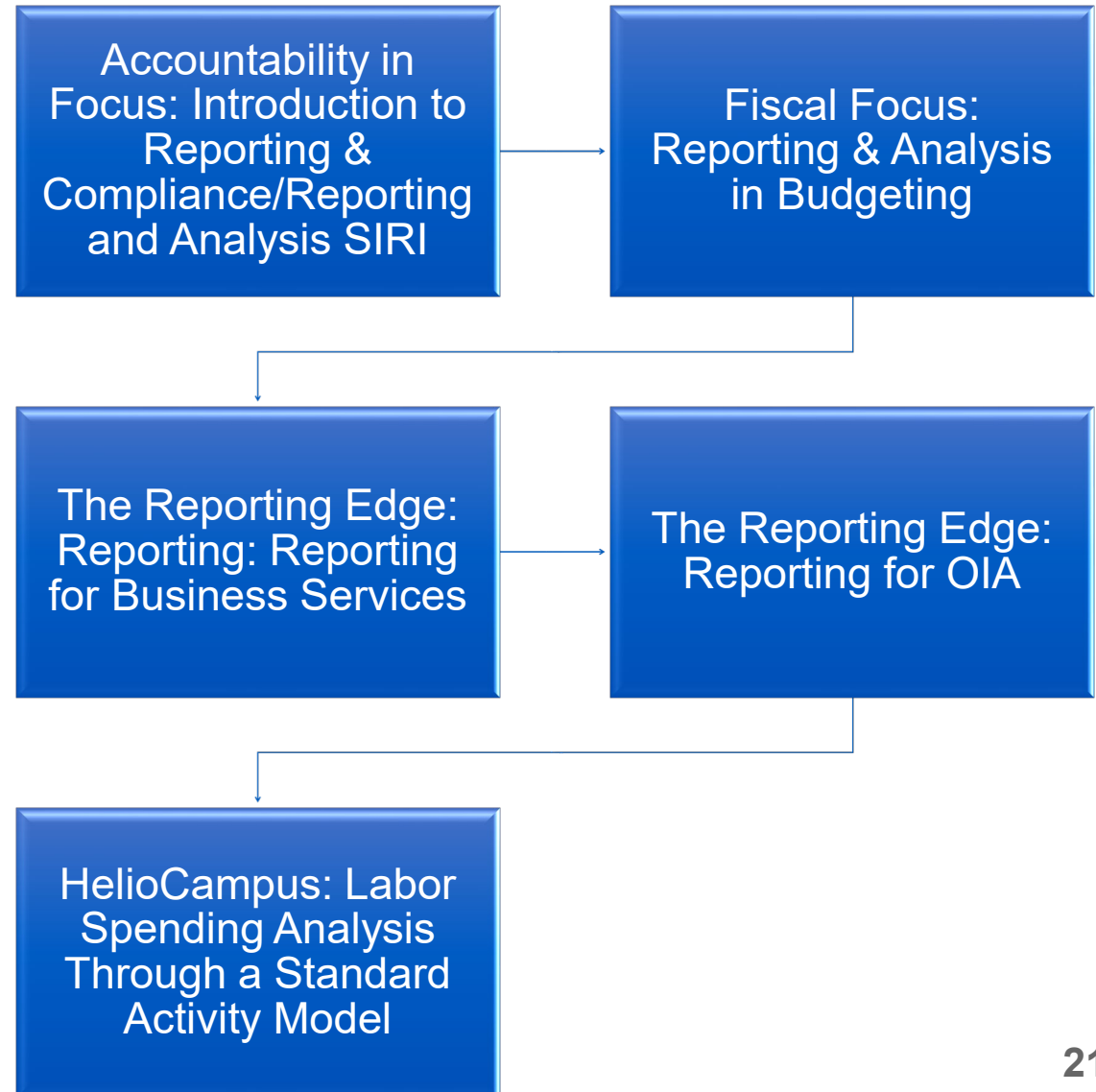
Perspective II: Providing Technical Proficiency

Core Focus: Ensuring proficiency in the technical tools and software integral to business operations.



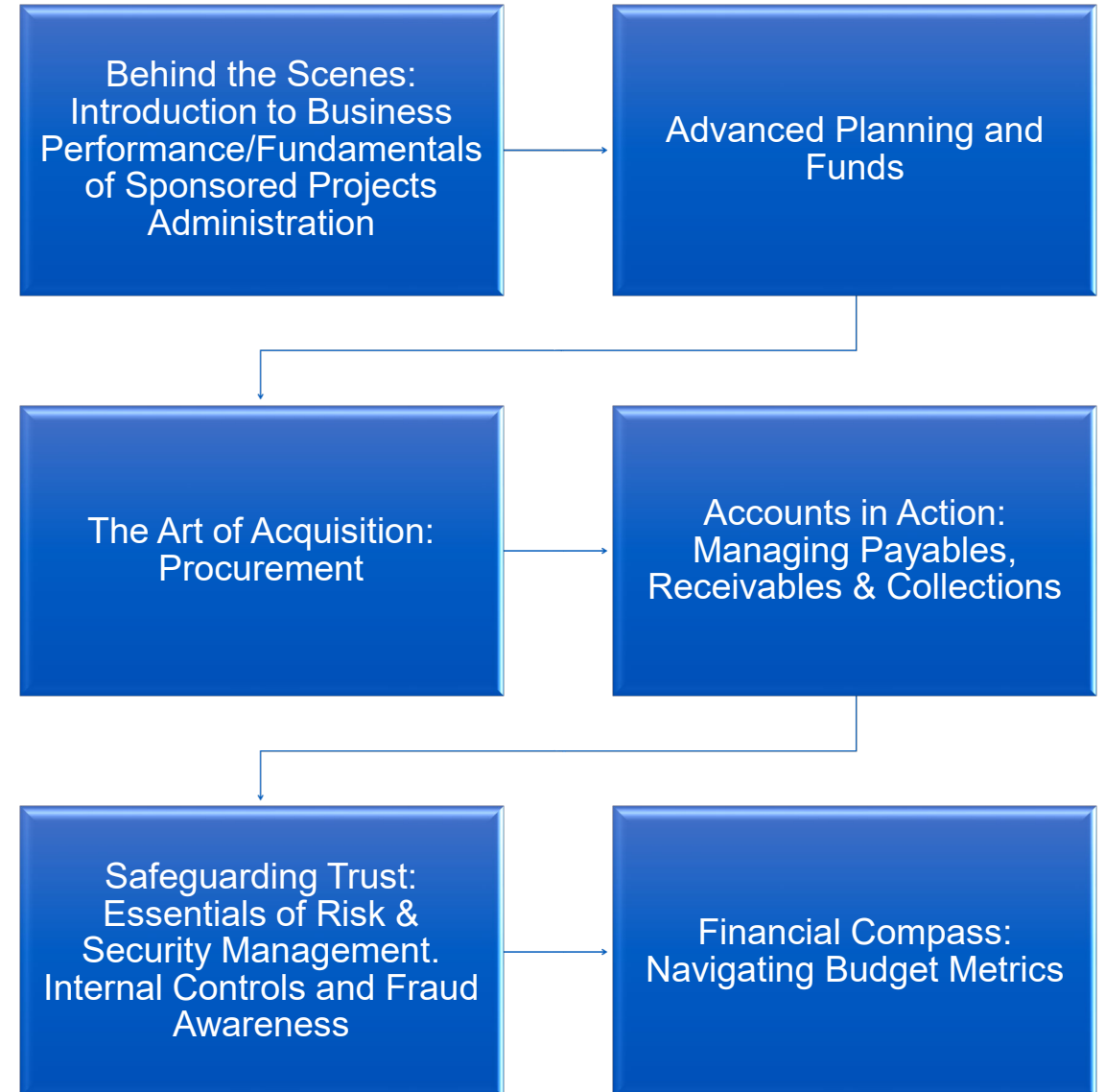
Perspective III: Reporting & Compliance

Core Focus: Cultivating analytical thinking, fostering critical data analysis skills, and enhancing a strong awareness of compliance and oversight responsibilities.



Perspective IV: Supporting Business Performance

Core Focus: Integrating skills and responsibilities strategically to effectively support and advance business objectives.



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COLLABORATOR ROLE



EMERGING LEADERS
MENTORSHIP AND TRAINING

Roles

Instructors

- Presenter, In-Person or Virtually

Content Knowledge Specialists

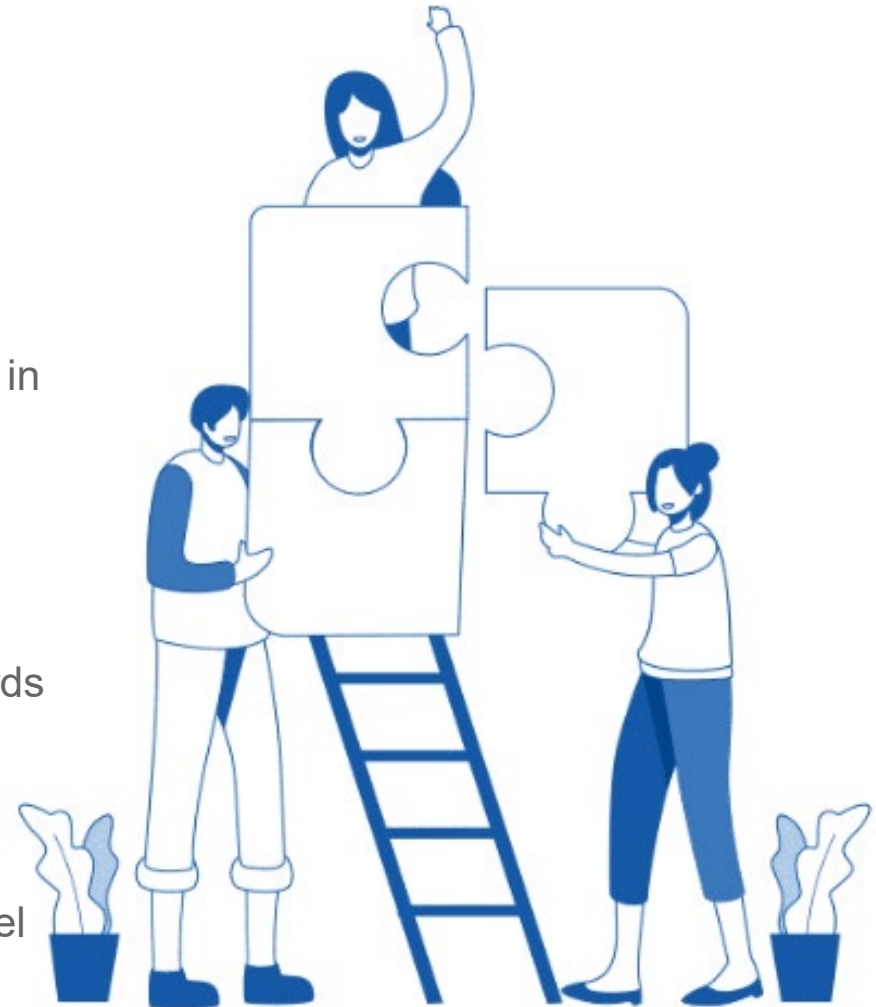
- A person with specific or expert knowledge of the topic who can assist in content development

Advising Mentors

- One chosen to act in the role of mentor through out the length of the program to a group of participants. Guiding the learning process towards a Capstone Event.

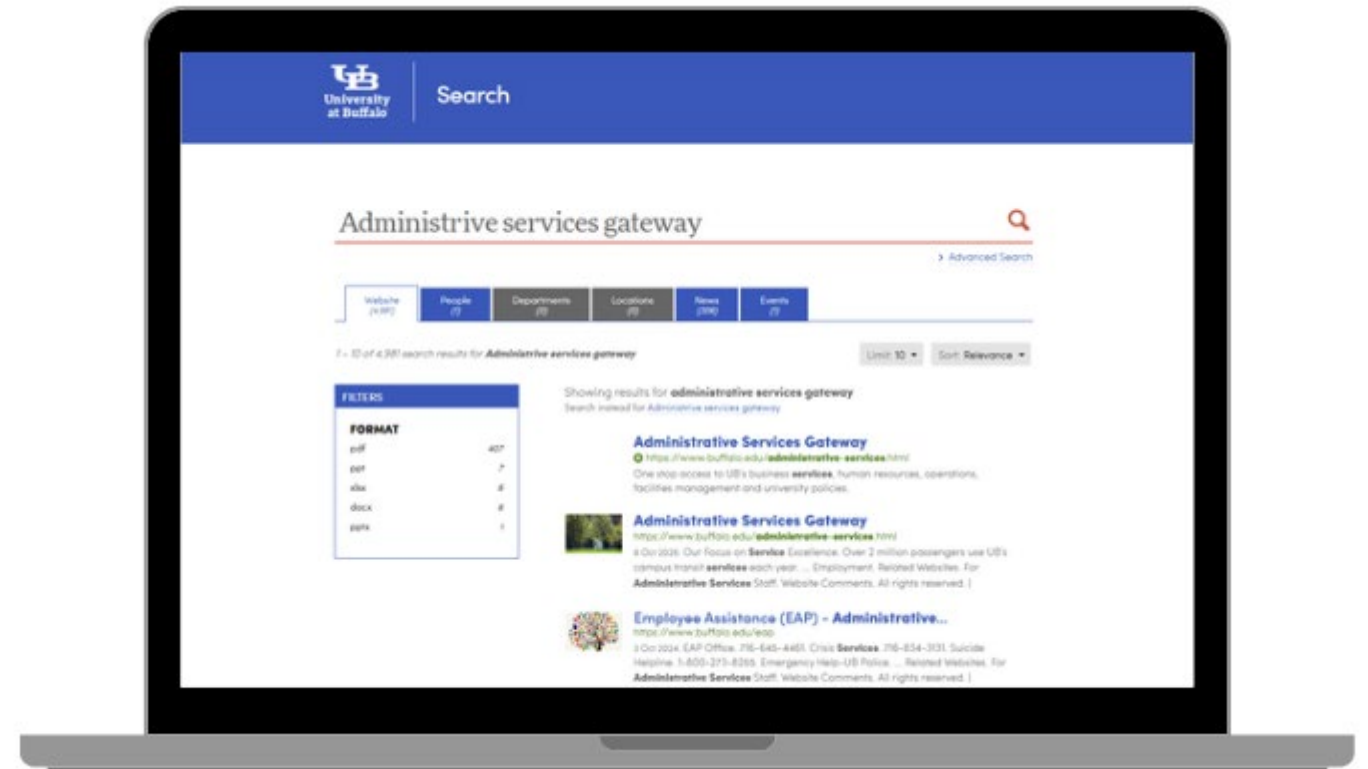
Learning Impact Partners

- Anyone who can enrich the learning experience. Guest speakers, panel and classroom participants, HR Training Partners, etc.



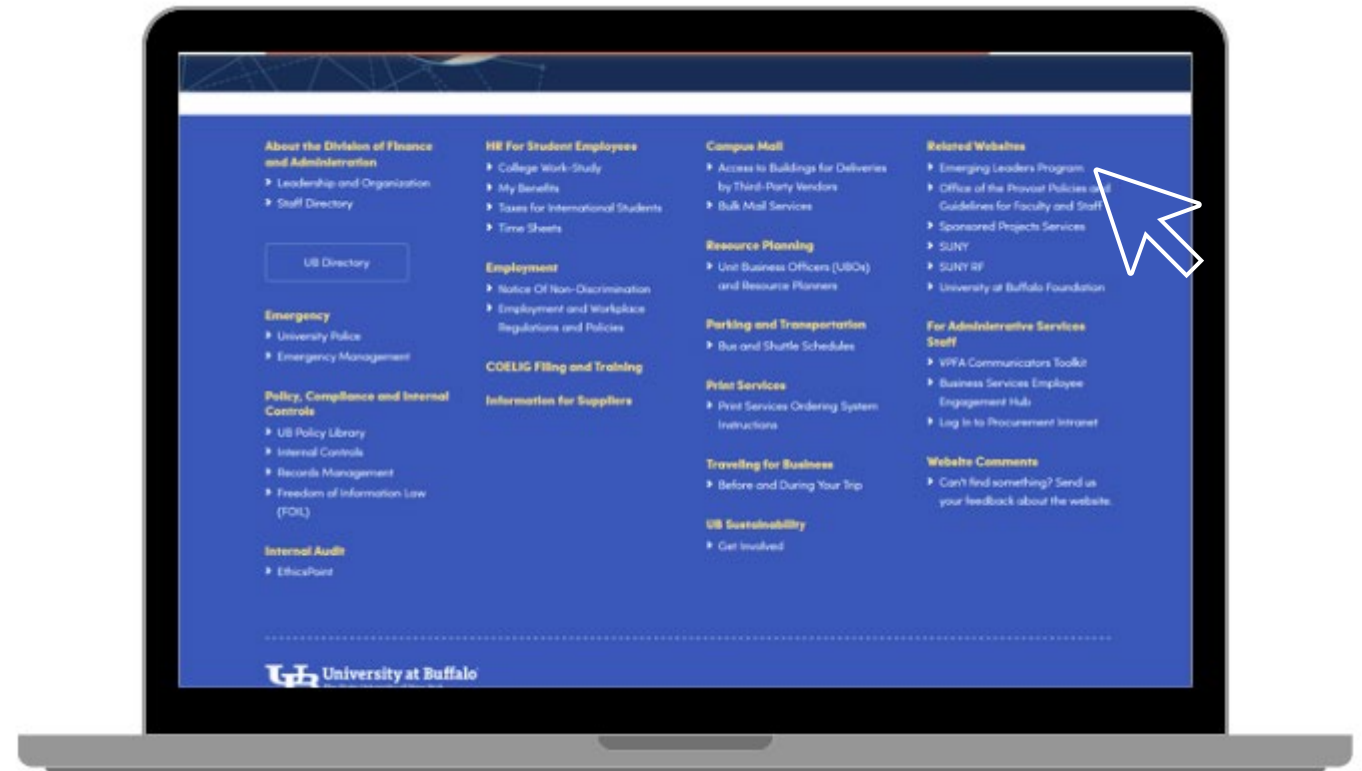
How to Apply.

1. Go to buffalo.edu and search “Administrative Services Gateway”



How to Apply..

1. Go to buffalo.edu and search “Administrative Services Gateway”
2. Scroll to the bottom of the web and click on “Emerging Leaders Program” under Related Websites



How to Apply...

1. Go to buffalo.edu and search “Administrative Services Gateway”
2. Scroll to the bottom of the web and click on “Emerging Leaders Program” under Related Websites
3. Click the “Apply” button on the Emerging Leaders webpage



Questions



How did we do?

**Complete the session survey
using your smart device:**

Scan the QR code provided on
your schedule

OR

Scan the QR code shown here.

