

RF Mentoring Program **8-week live-online learning intensive**

Thursdays 9:00am-12:00pm

The RF Mentoring Program connects knowledgeable Mentors with Protégés, from across the system, who are looking to further develop their talents and expertise. Mentors and Protégés participate side-by-side in an 8-week live-online learning intensive experience. Guided by our commitment to creating generations of future leaders, the program is modeled on the faculty-student mentor-protégé relationship.

The 2022 cohort will be held on Thursdays January 6th through February 24th from 9am-12pm.

All RF/SUNY employees working in Research Administration and Commercialization, directly or indirectly, are welcome to apply.

Program Kick-Off: Building a Learning Community: January 6, 2022

In this first session mentors and proteges will have a chance to explore what it means to be a mentor/protégé and how they can make the most of this experience together. Special guest Mickey Bradley will also facilitate a mini workshop, *Building a Learning Community* helping to lay the groundwork for effective working relationships in and outside the program.

Communication Across Differences: January 13, 2022

Organizations are more diverse than ever before. This broad range of personalities, identities, and cultures creates opportunities for higher performance ... and opportunities for misunderstandings, miscommunication, and inadvertently offending others. Accordingly, the ability to partner effectively across cultural differences has become a critical skill in the workplace. This skill-building session looks at some common communication traps people fall into, as well as best practices that can help us avoid them. Facilitated by special guest Mickey Bradley.

Resilience at Work: January 20, 2022

In this practical and comforting interactive session, you will learn how to build the resilience necessary to help yourselves and others thrive in our fast paced, volatile, and high-stress environments. You will experience the benefits of philosophies and exercises that teach us how to: Expand personal resilience for your own well-being and those around you – Create supportive and motivating environments – Accept and build with what exists, rather than fighting or resisting reality – Engage optimistically with yourself and others – Learn a variety of tools and exercises for use back on the job. Facilitated by special guest Kat Koppett.

Leading with Power: January 27, 2022

A conscious awareness of the dynamics of status and power can help you inspire trust, have your ideas heard and taken seriously, minimize unhealthy conflict, and create environments where people feel engaged and respected. In this module, we will: Learn



the non-verbal vocabulary of status, authority and power – Expand awareness of your habitual status behaviors and where they help and hurt your cause – Understand what positive status moves look like – Practice applying status fluency to communicate with confidence and in difficult situations. Facilitated by special guest Kat Koppett.

Collaborative Conflict: February 3, 2022

For many people, conflict is a source of great discomfort, a sign that something has gone wrong, and a dynamic to be avoided at all costs. But in workplaces where multiple perspectives are valued and leveraged, conflict is seen as inevitable and welcomed as an opportunity for learning. In this session, participants are taught to take a collaborative approach to conflict. Armed with their own results from a conflict style assessment they take prior to the session, they learn about five different ways of entering into conflict (Competing, Avoiding, Accommodating, Collaborating, and Compromising) and when each style is appropriate. We also look at how conflicts develop and grow, and learn a protocol for having conflict conversations early, to nip it in the bud. Facilitated by special guest Mickey Bradley.

Perform with Presence: A Presentation Skills Intensive: February 10, 2022

In this course participants will learn and practice skills and tools for delivering polished, compelling presentations. Through a series of highly-interactive activities and individual coaching, participants will: Strengthen their physical presence and range with practical tips and tricks – Learn three core presentation structures that aid retention and clarity – Identifying key messages and objectives – Practice understanding and connecting with the audience – Receive individual coaching and feedback – Harness the power of storytelling. Facilitated by special guest Kat Koppett.

Working Session: February 17, 2022

In this session proteges will:

- Welcome Back
- Verbatim Speech Demonstration
- Mentor-Protégé Breakout
 - Prepare and practice extemporaneous speeches
 - Receive feedback and coaching from their Mentors
 - Discuss PDP plan and next steps in their professional development
 - Receive guidance and suggestions from Mentors

Extemporaneous Speech & Graduation Celebration: February 24, 2022

Adapted from the 2001 Mutual of America Public Speaking Curriculum, in this capstone gathering Protégés will deliver five-minute verbatim speeches on a topic of their choosing (i.e., a famous speech, graduation address, movie clip etc.). Additionally, we will have a graduation celebration for all to enjoy helping to launch the cohort back out into the world prepared for greatness.



Design Team: Campus Training Contacts

Application Review Team: Kate Edwards-ESF, Gina McMahon-Upstate, Jennifer Rudes-Upstate, Tom Popielarski-Binghamton, Paulette Ziff-UB, Jenna Lehr-CO, Nadia Digges-CO, Kathleen Caggiano-Siino-CO, Laurel McAdoo-CO