

## **RF for SUNY Leadership Elevation Sessions**

### **7-week live-online master class**

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Wednesdays, 9:30am-12:30pm

Leaders are responsible for providing direction, guidance, motivation, and inspiration to others. They provide solutions, give advice, and answer the hard questions. But what about them? Who do they go to when they need help?

The RF for SUNY Leadership Elevation Sessions is a 7-week master class. Each three-hour program focuses on specific leadership skills and challenges. Participants will be provided with knowledge, tools, and templates to elevate their abilities while also having the opportunity to ask questions, brainstorm ideas, and discuss the difficulties, distractions, and roadblocks unique to them.

The 2024 cohort will be held on Wednesdays January 3<sup>rd</sup> through February 14<sup>th</sup> from 9:30am-12:30pm.

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

#### **Servant Leadership & The Business of the RF: Jan 3, 2024**

In the opening session, you'll connect with your fellow participants to explore the principles of Servant Leadership and the business of the RF, which will lay a strong foundation for future learning.

#### **Brokering Greatness: January 10, 2024**

In this session, leaders will hone their time management and delegation skills- learning new tools they can apply to their real-world work challenges. They will learn to balance efficiency, strategy, and team member empowerment, equipping them with the tools to navigate complex leadership scenarios and drive success.

#### **Culture Hacking: Building a strong team environment: January 17, 2024**

Leaders will focus on building a team environment that supports great work but also fosters humanity. Leaders will learn:

- How to motivate their teams to contribute to a positive culture
- The habits/behaviors to positive change that inspires excellent work
- How to build stronger relationships amongst the entire team
- How to become mindful of the impact of their words and actions

#### **Harnessing Conflict: January 24, 2024**

When conflict is allowed and even encouraged, conflict can lead to improved performance, innovation, and creativity. Giving feedback can sometimes create a charged situation, and it's easy for people to become guarded. This session will focus on building a culture where conflict isn't something a leader and their team learns to deal with but a tool to launch to new levels of performance and engagement.

- How to welcome healthy conflict and address it in a way that improves relationships and moves people and work forward



- Dealing with dysfunction
- Techniques to manage and deescalate conflict
- Encouraging disagreement and conflict to create better outcomes

**Creating a culture of appreciation and recognition:** January 31, 2024

When it comes to the workplace, recognition is one of the best methods for improving motivation and engagement, and yet it is one of the most under-utilized methods. Dr. Paul Marciano, a leading authority on employee engagement and retention, estimates that one minute of thoughtful recognition and appreciation has the power to generate 100 minutes of positive initiative in return. If a leader spends 5 minutes each day providing recognition for an employee, that will equal just over 8 hours of self-motivation in a week.

When leaders can tap into the team by showing recognition and appreciation, leaders build up performance, individual skills, and confidence. Leaders will learn:

- Tips and strategies on creating a culture of appreciation and recognition
- The impact of planting their feet
- To meaningfully connect behaviors with departmental/team or individual objectives
- One size does not fit all – the key to impactful appreciation

**Diversity Equity & Inclusion:** February 7, 2024

This session will focus on a DEI topic of choice based on feedback from the cohort.

**Graduation Celebration:** February 14, 2024



**Design Team:** Campus Training Contacts & Past Program Participants

**Application Review Team:** Jennifer Rudes-UMU, Jess Healy-SPO, Peter McClain-Alfred, Kathleen Caggiano-Siino-CO, Laurel McAdoo-CO, Jenna Lehr-CO, Nadia Digges-CO