About the Program
MOR Associates has been supporting, advising and developing leaders since 1983. Over the past 15 years our keystone offering has been the MOR IT Leaders Program. This multi-track program has run well over 100 times, serving over 20 of the top tier higher educational institutions in the US, including Stanford, University of Pennsylvania, Michigan State, Indiana University, NYU, Penn State, University of Iowa, University of Wisconsin, UC Berkeley, and MIT.

The program is delivered in a multi-school format or to an on campus cohort. There have also been numerous universities that have sponsored leadership program, designed to develop individual capabilities as well as the ability to work together across the institution.

Program Objectives
• To enhance the professional and personal development of individuals who will play increasingly important management and leadership roles within information technology.
• To broaden each participant’s understanding of the strategic and technological issues facing higher education institutions and how each institution is shaping its choices.
• To strengthen the relationships within and across the participating universities to foster the collaboration needed to leverage resources when working on common interests.

Program Design
The program provides a variety of learning opportunities encompassed in four tracks:

[The Workshop Track]
Workshops, spaced over eight months, focus on building competencies that you agree are needed to fulfill the leadership and management roles particular to your university.

[The Applied Learning Track]
Workshop pre-work and assignments to be completed between the sessions provide participants opportunities to meaningfully practice the leadership concepts and lessons presented during the program. Participants apply what they learn to their current work; they engage in small experiments to test out new approaches; and they explore strategic, systemic and technical topics relevant to your university’s future.

[The Individual Development Track]
“Work on self” is a critical dimension of the program. Each participant creates and pursues an individual development plan. The process includes 360° feedback, self-assessment, establishing goals, and one-on-one sessions with one of our experienced coaches.

[The Leadership Community Track]
Throughout the program we put considerable emphasis on building a leadership community. Workshops are interactive; affinity groups are charged with work between sessions; and participants are assigned peer coaches. The bonds formed during the program become critical currency for getting things done across the organization. Participants learn from each other, rely on each other, and sustain their relationships beyond the program end date.

“It was an absolute gift to be able to participate with the MOR team and other leaders in this context. In addition, the tools, techniques, and best practices in the areas of both leadership and management have re-stocked my quiver and I now have a whole new perspective from which to carry on my leadership journey.”

Benjamin Hubbard, Educational Technology Services Manager
University California Berkeley
MOR IT Leaders Program

Program Themes and Topics

Defining Leadership and Management
- Focusing on the Important
- Presence and Presentation
- Your Leadership Journey
- Balancing the Important with the Immediate
- Delegation
- Creating an Individual Development Plan
- Coaching for Commitment

Strategic Thinking, Coaching for Results
- Introduction to Strategic Thinking
- The Strategic Planning Process
- Building Relationships: The Four I’s
- Creating a Vision for this Learning Community
- Neuroscience and Developing Practices
- Coaching for Results

Leading Change, Exercising Influence
- Leading Change, Evolution is Continual
- Understanding Workplace Culture
- Using Three Lenses: Strategic, Political, Cultural
- Consulting on a Change Process
- Stakeholder Mapping
- Exercising Influence

Emotional Intelligence, Leadership as Performance Art
- Developing Interpersonal Skills, Emotional Intelligence
- Building Relationships: Mapping Your Network
- Leadership as Performance Art
- Coaching for a Breakthrough

Leader’s Role as Communicator, Delivering Results
- Talent Management
- The Leader’s Role as Communicator
- The Leader’s Role in Delivering Results
- Developing Measures
- Talent Management

Doing the Right Thing, Continuing Your Leadership Journey
- Leadership Means Doing the Right Thing
- Leadership and Ethics
- Continuing Your Leadership Journey
- Leaderships Need to Be Resilient
- Taking Care of Yourself
- Graduation

To learn more:
[ Contact Sean McDonald ]
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“I’ve mentioned to our CIO that I thought the MOR Leaders Program was the best Leadership class that I’ve attended during my career. I wish I had attended something like it earlier in my career. The subject matter, content, tools, practice sessions, coaching, peer networking were all top notch.”

Leo Chaharyn
Director Systems Management
Boston College

2016 National Program Dates
- March 1, 2 & 3
- April 26, 27 & 28
- June 28, 29 & 30
- September 20, 21 & 22

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Leo Chaharyn