

MOR IT Leaders Program



"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*

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.



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www.morassociates.com

MOR IT Leaders Program

Program Themes and Topics

Defining Leadership and Management

Focusing on the Important
Presence and Presentation
Defining Leadership and Management
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



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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

2016 National Program Dates

March 1, 2 & 3
April 26, 27 & 28
June 28, 29 & 30
September 20, 21 & 22



"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*

To learn more:

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[CLIENTS] Indiana University | University of Iowa | University of Wisconsin | Lincoln Lab | MIT | GE Capital | NYU | Northeastern University | Stanford Linear Accelerator | Stanford University | US Postal Service | The University of Pennsylvania | UC Berkeley | Penn State University | Thomas Jefferson University | University of Southern California | University of Washington | Michigan State University | MA-Com | New England Business Services