

MOR Advanced Leaders Program

Program Participants

Previous sessions have included CIOs, COOs, Deputy CIOs, AVPs, Associate Deans, Executive Directors, and Senior Directors.



Participants engage in a strategic exercise.



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Program Objectives

- To enhance the professional and personal development of senior staff who will play increasingly important management and leadership roles.
- To explore opportunities for breakthroughs at both individual and organizational levels
- To gain heightened perspective on strategic issues facing higher education institutions and how each institution is shaping its choices.
- To strengthen relationships and foster collaboration within and across the participating universities

Program Design

The program provides a variety of learning opportunities encompassed in four tracks: a workshop track, an individual development track, an applied learning track and a leadership community track.

[The Workshop Track]

Four intensive workshop sessions, focused on providing conceptual frameworks, building selected competencies, and introducing tools needed to fulfill the leadership and management roles particular to university organizations.

The four sessions are spaced across eight months, each with application assignments to be completed between the sessions. Working sessions are conducted at participating universities. Leaders from host institutions are invited to work with the group.

[The Individual Development Track]

Each participant creates and pursues an individual development plan. The process includes 360° feedback, a self-assessment, and establishing personal goals. Individuals are assigned an executive coach and receive five one-on-one coaching sessions. This component supports participants in doing the individual “work on self” that is a critical dimension of the program. This track will begin prior to the workshop track.

[The Applied Learning Track]

Because sessions are spaced over eight months, participants have both the opportunity to immediately put into practice what they learn and the opportunity to expand on their learning when they reconvene at future workshops. The program integrates real-life challenges, actual client cases, and application assignments between the sessions.

[The Leadership Community Track]

Throughout the program MOR puts 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 currency for getting things done across the organization. The result is increased teamwork when intact work groups attend together. Participants learn from each other, rely on each other, and sustain their relationships well beyond the program.

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Program Themes and Topics

Taking on a Strategic Leadership Role - (3 Day Workshop)

Executive Presence
Distinguishing Between Leading, Managing and Doing
No Amount of Tactics Will Make Up for What You Lack in Strategy
Strategic Thinking in a Higher Ed IT Environment
Coaching and Setting Developmental Goals
Leaders Learn to Balance the Important with the Immediate
Delegation, Development, and Decision Making

Leading Change in Changing Times - (2 Day Workshop)

The Leader's Role in Bringing About the Needed Evolution
Leadership Involves Exercising Influence
Culture Eats Strategy for Breakfast
Your Leadership Challenge
What Neuroscience Can Teach Us About Making Sustainable Changes
Coaching for Results

Expanding Your Interpersonal Skills - (3 Day Workshop)

Emotional Intelligence, How is your EQ?
Building Relationships, "Relationships Are Currency"
Courage, Conviction and Confidence
The Leader As Communicator
Leadership As Performance Art
Delivering Results You Can Measure
Coaching for a Breakthrough

Leveraging Resources - (2 Day Workshop)

Developing Talent
Leadership Means Doing the Right Thing

- Strategically and Ethically
- Why Do Good Leaders Make Unethical Decisions?

Continuing Your Learning and Development

About MOR

Since our inception in 1983, MOR has supported, advised, coached and inspired leaders as they develop strategies designed to enhance their individual and organization's success. In addition to customized leadership development programs, MOR offers the following services, working in partnership with clients to bring about sustainable improvements.

To learn more:

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| Cornell University | Stanford University | US Postal Service | The University of Pennsylvania | UC Berkeley | Penn State University | Clemson
University | University of Michigan | Harvard University | Columbia University | Michigan State University | New England Business Services