

# MOR Leadership Development Affinity Group

## Program Participants

Previous sessions have included people with the following roles: CIO, COO, Deputy CIO, AVP, Associate Dean, and Executive Director.

*I was fortunate enough to participate in both the MOR Leadership Development Affinity Program and the MOR Leaders Program. Both programs were instrumental in helping me prepare for, obtain, and perform in my current role. More importantly, these programs challenged me to discover my authentic leadership style. I would highly recommend the MOR LDAG to anyone looking to take the next step in their career. I would not have been as well prepared for my role as CIO without the benefit of these opportunities.*

**Jon Russell, CIO SLAC National Accelerator Laboratory**

*The MOR program opened doors (and windows!) in my professional development journey. The cohort model brought me closer to my institutional colleagues while also providing me a new set of colleagues and friends at similar institutions, giving me access to broader perspectives on how to meet the challenges facing IT in higher education. The methods and tools you learn are key to building a strategic approach to leadership. Crucially, you also get access to the MOR Associates' coaches, who help support and guide you in your leadership journey.*

**Jane Livingston CIO, Notre Dame**

## Introduction

A number of highly motivated individuals who completed the MOR Leaders Program have expressed interest in continuing to work on their professional development and prepare for their next career opportunity. Based on these interests, MOR has developed a new offering for a select learning team of 12-15 individuals. In this program the participants will draw upon different experts and resources over a 10-month period to support their readiness for the next level of responsibility.

## Program Objectives

- To provide ongoing support for highly talented individuals to continue their leadership development.
- To enhance the readiness of these participants for their next level of responsibility, whether leading an initiative, taking on an interim role, stepping up as a change agent or moving forward in their career.
- To establish a resource network that can provide participants with various perspectives on how to prepare for these opportunities.
- To consult with each participant on the work they need to specifically do to be a more effective leader and contributor, and be seen as a viable candidate for a future position.

## 2025 Program Outline

This affinity group would meet via zoom video conference calls once a month for a total of eight sessions. In five of these sessions there will be a featured presenter who will share an overview on a specific topic relevant to this learning track. In the other two sessions participants will have a facilitated exchange to get to learn from one another. There will also be two one on one coaching conversations with a former CIO who will be co-facilitating this affinity group.

In the featured presenter sessions MOR will have a CIO describe what they look for in scouting the landscape for talent. Another recently hired CIO will describe the career path they traveled and how the person was able to get a range of experiences along the way, and will also offer advice on professional development activities they believe provide the most value. Other Leaders will offer different insights. In one of the sessions a search firm expert will describe how individuals could think about their career development and the progressive steps they recommend. And another session will be on executive presence, presentation and being your best self.

A MOR facilitator will guide these sessions and serve as a resource to participants.



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## 2025 Program Dates and Sample Topics\*

### Session One - March 7, 2025

- Self Assessment and Objectives for this Series
- A Perspective on Managing Your Career & Your Development

### Session Two - April 11, 2025

- Strategies for Developing Your Capabilities
- Expanding Your Exposure to Key Areas

### Session Three - May 9, 2025

- Guest CIO Share Their Reflections on Moving to a Senior Role, the Challenges, Opportunities, and Lessons Learned Along the Way.

### Session Four - June 6, 2025

- An overview from a search firm on what the look for in a candidate.

### Session Five - July 18, 2025

- CIOs Serve at Many Different Size Universities, Colleges and Organizations
- Where Do People Typically Start Out? What is the Progression?

### Session Six - September 5, 2025

- Applying for a Position - Your Resume and Cover Letter
- Lessons and Advice from a Recruiting Agency Expert

### Session Seven - October 3, 2025

- *Being Prepared* - Practice Interviewing

### Session Eight - November 14, 2025

- What's Your Development Plan? What is the Work You Need to Do?

*\* The topics represented are indicative of past LDAG programs. The exact order and topics will be determined based on the groups interest and guest speaker availability.*

## 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 strategic consulting and survey services, working in partnership with clients to bring about sustainable improvements.

## Calendar for 2025 LDAG Program

**Session 1: March 7, 2025**

**Session 2: April 11, 2025**

**Session 3: May 9, 2025**

**Session 4: June 6, 2025**

**Session 5: July 18, 2025**

**Session 6: September 5, 2025**

**Session 7: October 3, 2025**

**Session 8: November 14, 2025**

*Each session will be 75 minutes and meet from 1-2:15 pm ET. All sessions meet virtually.*

Individual coaching sessions (2) will be scheduled with each participant.

Cost per Person \$1,500.00

### To learn more:

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