

International Academy for Advancement Leadership (IAAL)

This innovative program brings together in-person training, one-on-one coaching, and virtual sessions to provide a comprehensive learning opportunity for leaders throughout all of advancement. The International Academy for Advancement Leadership is ideal for mid- to upper-level executives who have multiple direct reports. This program is intended for those who want to elevate their leadership skills to advance their careers and support the visions of their organizations.

Syllabus

Pre-work Assignment

(Completed independently prior to the two-day, in-person workshop)

Participants will prepare for this workshop by conducting an informal leadership assessment in which they ask a trusted advisor, team members, or self-identify their leadership strengths and opportunities for improvement. They will identify a significant leadership project—such as a crucial problem to solve or a new program to implement—to work on during the in-person and virtual sessions of this course. Participants will also take the Professional Dynametrics Program survey in preparation for discussing how leadership impacts various personality types.

Day 1

The Case for Leadership Development

Acknowledging the current environment, participants will examine the different roles of leaders in advancement and how the changing workplace is impacting how executives and managers must lead their teams.

Our Leadership Development Philosophy

This section provides a more thorough look at two types of leadership development: horizontal and vertical development. Participants will learn about the application of these two types of leadership through various scenarios and group discussions, and discover the importance of empathy and vulnerability along the way.

Overcoming Your Natural Resistance to Change

Applying what they identified as significant opportunity for improvement in their pre-work, participants will take a deep dive into understanding their personal barriers to success as a leader and work to identify ways to make lasting change.

Building a Foundation of Trust

This section explores the essentials of building trust-based relationships with and among team members to build a resilient, high-performing team capable of tackling any challenge with creativity, collaboration, and emotional intelligence.

Day 2

Driving Change Through Generative Leadership

Participants will learn about the principles of generative leadership and put a plan in place for applying these concepts in leading their teams to solve a real identified organizational problem or work toward implementing an identified organizational strategy or change.

Adapting to Different Personalities

Using their identified highest personality trait, participants will examine their leadership strengths and challenges. They will also learn and discuss strategies for engaging and leading all personality types on their teams.

Conducting Difficult Conversations

Applying concepts introduced on day one, a process is delineated for conducting difficult conversations with team members that maintain the dignity of all parties involved and actually encourage positive change. In groups, participants will explore ways to effectively conduct these conversations.

Managing Up and Across

Success for advancement professionals in leadership positions often depends on their skill in managing up and across. This section will explore five essential qualities of successful working relationships. In small groups, participants will work through various scenarios to identify strategies for making a challenging working relationship more manageable.

Planning for Reinforcement and Accountability

Using the principles and information from the workshop, participants will create an action plan for becoming a more effective leader.

Virtual Follow-Up Workshop 1

Navigating Generational Perspectives (Virtual Session)

Characteristics of each generation (Traditionalist through Generation Z) often dictate how team members respond to leadership. Participants will learn what these generational differences are and, through group discussions, how to apply this knowledge in working with their teams.

Virtual Follow-Up Workshop 2

High Level View of Critical Advancement Leadership Topics (Virtual Session)

Participants will have the opportunity to bring topics to the table that they have encountered in working with their teams on their significant leadership projects or other leadership issues they have encountered.

Coaching Engagements

Over the course of the six-month engagement, participants will benefit from one-on-one leadership coaching with an Advancement Resources Strategic Partner who has extensive advancement and leadership experience. Six one-hour coaching sessions are included in the program to help participants apply learning and navigate challenges as they implement their leadership plans in the workplace.