



# UC HASTINGS LEADERSHIP ACADEMY

APPLY ONLINE

<https://uchastings.webconnex.com/leadership>

**SPRING 2016**

WEDNESDAYS

MARCH 23 | APRIL 20 | MAY 18 | JUNE 15

1 PM - 4:30 PM | ROOM M120

**CENTER** FOR  
NEGOTIATION  
AND **DISPUTE**  
RESOLUTION

UC Hastings College of the Law

The UC Hastings Leadership Academy is a cohort-based program designed to provide administrators, managers and staff with an opportunity to learn current topics in effective leadership in an applied learning format.

Sponsored by the **UC Hastings Center for Negotiation and Dispute Resolution**, the Leadership Academy places an emphasis on “leading from the inside-out” by integrating personal insight with leadership principles and skill development.

## PURPOSE

To provide a resource for the UC Hastings professional community to support ongoing professional development and personal growth as a means of furthering the organization’s mission to provide an academic program of the highest quality, based upon scholarship, teaching, and research, to a diverse student body.

## AUDIENCE

This 4-month program is open to all administrators, managers, and staff employed at UC Hastings. Participants must complete a one-page application prior to acceptance in the program and commit to attending all four half-day sessions. Staff is requested to obtain approval from their supervisor prior to applying to the program.

## OBJECTIVES

At the end of the program, participants will be able to:

1. Use a focused professional development plan to identify and implement individual learning goals related to leadership development.
2. Apply current models and resources for making personal change to enhance leadership effectiveness and interpersonal skills.
3. Identify strategies for shifting habits and patterns to achieve desired changes and sustain change over time.
4. Develop a process for self-reflection and self-renewal as a means of enhancing personal resilience and professional competence.

## ACADEMY TOPICS

Participants will have the opportunity as a group to select from various topics for focused discussion and application during the program. Potential topics include:

UNDERSTANDING TEAM/  
GROUP DYNAMICS/  
CULTURES

ADAPTIVE LEADERSHIP  
IN COMPLEX SYSTEMS

CONFLICT ENGAGEMENT  
IN THE WORKPLACE

EMOTIONAL AND SOCIAL INTELLIGENCE AS  
CORNERSTONE OF EFFECTIVE LEADERSHIP

GIVING AND RECEIVING FEEDBACK  
TO ENHANCE PERFORMANCE

IMMUNITY TO  
CHANGE

IDENTIFYING AND USING YOUR  
STRENGTHS AND VALUES

USING PURPOSE AND  
PASSION TO GUIDE VOCATION

PERSONAL AND  
ORGANIZATIONAL RESILIENCE

ETHICAL PRINCIPLES FOR  
GUIDING GOOD LEADERSHIP

COACHING SKILLS FOR  
LEADING OTHERS

NEGOTIATION SKILLS FOR INFLUENCING  
AND MOTIVATING CHANGE

This cohort-based program uses a blended learning model that integrates group sessions, peer coaching, 1:1 coaching, individual study and experiential learning exercises to apply relevant leadership topics to current and future work roles.

Academy participants will meet for a half-day once per month for 4 months. Participants will have the option of two 1:1 coaching sessions with the program facilitator during the program. There is also an option for a group coaching call between sessions to reinforce learning and discuss barriers and roadblocks.

The group size for the program is limited to 10 participants. The group will select the topic areas for focused discussion and application. Emphasis will be on applied learning to enable participants to immediately use the principles and strategies from current literature and best practices.

Participants will create an individual development plan at the beginning of the program to guide learning and track progress throughout the program. Because this is a cohort-based program, participants must commit to attending all four sessions and be able to do the reading and homework exercises between sessions.

## PROGRAM FACULTY

The facilitator for the Leadership Academy program is Debra Gerardi. Debra is a part-time lecturer at UC Hastings in the Center for Negotiation and Dispute Resolution. In addition, she currently provides executive coaching and leadership development services to clients internationally. She recently served as a consultant and coach for the Robert Wood Johnson Foundation Public Health Law faculty fellowship program through Georgia State College of Law.



Debra is a regular faculty member and coach for the American Organization of Nurse Executives and the Practice Change Leaders fellowship program supported by the Atlantic Philanthropies and John A. Harford Foundation. She is a member of the Hudson Institute of Coaching leadership team and she is certified at the Professional Certified Coach (PCC) level through the International Coach Federation.

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The program dates for the spring session are: March 23; April 20; May 18; and June 15, 2016. Participants will be accepted on a rolling basis and enrollment is first-come/ first-served. Please obtain approval from your supervisor prior to applying to the program. **Application deadline: February 19, 2016.**

## QUESTIONS?

Please contact Michelle Adeoye, [adeoyem@uchastings.edu](mailto:adeoyem@uchastings.edu), with any questions.