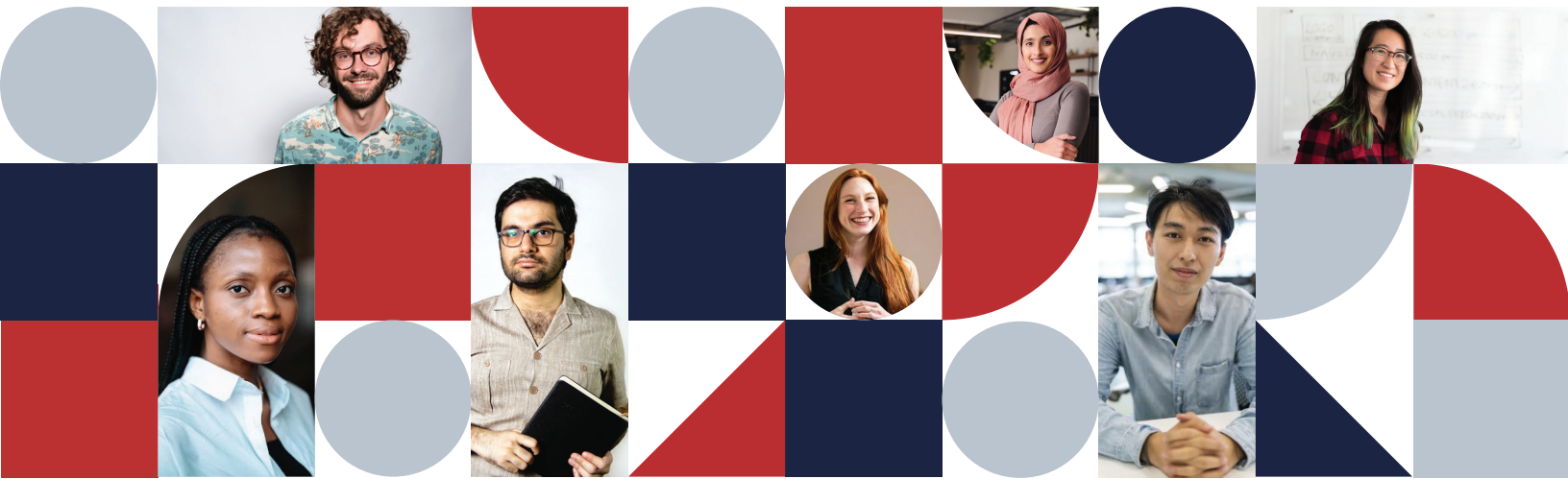


Junior Faculty Coaching and Leadership Programs

“The most significant thing I've learned about leadership is that you don't get there alone. It's so important to find good people who will help guide you through your career and life journey.”

— Gloria Larson, Former University President



Our programs are designed to help early and mid-career faculty:

- Identify unique strengths and how to leverage these strengths in faculty roles
- Develop increased self-awareness of leadership abilities
- Identify and address professional challenges and obstacles
- Learn and apply leadership practices that will accelerate success
- Build mutually supportive relationships with other program participants
- Develop a future-focused plan for ongoing growth and development



Each coaching and leadership program is customized to meet the needs of the specific group and the goals of their organization

Groups range in size from three to 40 or more

Programs can be as short as nine months or as long as 18

Sessions are conducted online using Zoom

Who Benefits?

A structured coaching and leadership program can dramatically accelerate early- and mid-career faculty development, particularly for faculty in engineering and the sciences.

Junior faculty are juggling the multiple challenges of securing and overseeing funding, recruiting, orienting, managing team members, and driving toward tangible results within a certain timeframe. In addition, expectations are high regarding research outcomes. The pressure to publish is omnipresent.

Participating in a coaching and leadership program enables faculty to navigate the demands of scholarship, teaching, and service with greater ease and confidence. Program participants can expect greater resilience, improved self-efficacy, and a smoother transition from individual researcher to effective manager and leader of a team, initiative, lab or program. A structured coaching program has the added benefit of supporting networking and peer support.

What Does a Program Include?

Junior faculty coaching and leadership programs are available for groups of three to 40 faculty, and can be organized at the department, school, or cross-institutional level.

We also work with universities and academically-focused professional organizations to integrate customized coaching components into existing leadership development programs.

COACHING OPTIONS

Strengths Deep Dive (always included)

Individual Goal Setting (always included)

Coaching at 2-, 3- or 4-week Intervals (always included)

Departmental Alignment Meetings

360 Feedback

Future Visioning and Planning

WORKSHOP OPTIONS

Strengths Discovery (always included)

Team Strengths

Your Authentic Leadership

Relationships and Conflict Management

Communicating for Influence

Guest University Speakers



Our Design Process

- 1** In an initial call, we discuss the desired outcomes and elements of the proposed program and clarify investment options
- 2** In a follow-up call, we meet with the program sponsors—normally department heads, deans, or faculty affairs, and sometimes also senior departmental administrators or human resources leaders—to discuss and finalize program goals, design options, and the desired timeframe
- 3** We draft and submit a detailed proposal to program sponsors for review
- 4** In a follow-up call with program sponsors, we discuss the proposal and make any edits or amendments as needed. A decision is made whether or not to move forward

Example Program



All of our programs have two core components: Workshops designed to accelerate learning, and 1:1 or group coaching

Most programs are designed for two to four hours per month of participant time and are conducted over nine to 12 months

Each program is unique as it is fully customized to institutional needs

What Junior Faculty Have Said About Our Programs



I have a stronger sense of my best working self, which demands periods of uninterrupted time that I must work into my schedule on a weekly and yearly basis. I have better long-term objectives, and all of the downstream outcomes (grant writing, recruitment, hiring, teaching, mentoring) are stronger, and things that are of lower priority (needless meetings, reviews, scheduling) are set aside. I am much more aligned with a management style that works for me, and therefore am able to mentor my group and recruit team members who are a better fit.



I run a more productive, motivated, and impactful lab/research environment.



This is a catalytic process as all the people in my group are also happier, more productive, and doing impactful work, and therefore more likely to stay in the sciences.



I have become much more self-aware of my role as a leader and have developed systems to promote a positive/innovative group culture and to mentor my trainees. Creating an innovative, positive, and safe environment for scientific and professional development is essential to the mission of the department: to conduct groundbreaking research while training the next generation of scientists.

Our Unique Expertise

The Academic Leadership Group brings in-depth, personal experience in high-stakes academic environments, including more than 40 years at Ivy+ League institutions in executive education, leadership development, and organizational development. Our coaching work is confidential, tailored to the individual, and uniquely suited to academic environments. We understand the challenges and opportunities inherent in higher education and take a practical, research-based approach to the work.

Next Steps

If you think a faculty coaching and leadership program might benefit your organization, contact us directly for an introductory conversation. We look forward to learning more about your programmatic goals and to sharing further details about our process.

To schedule an exploratory conversation email
coaching@academicleadershipgroup.com



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