

Leadership Coaching

SENIOR FACULTY AND ADMINISTRATORS

“Becoming a leader is synonymous with becoming yourself.
It is precisely that simple, and it is also that difficult.”

- Warren Bennis

We help leaders in higher education:

Develop a compelling, motivating, and authentic leadership vision


Gain clarity on strengths and developmental goals

Create a strategy to reach those goals

Deepen and enhance critical skills, including communication,
trust-building, and emotional intelligence



Each coaching assignment is structured to meet the individual needs of the client and their organization. Sessions are conducted online using Zoom.

 A photograph of a hiker with a large green and blue backpack standing on a rocky outcrop. The hiker is looking out over a scenic landscape featuring a dark blue fjord, green mountains, and a small lake in the distance. The sky is overcast with soft light.

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How Do I Know If Coaching Is Right for Me?

Coaching is an opportunity to work with an external, confidential supporter to help you to solve your most pressing challenges.

Our clients typically fall into one or more of the following cases:

The sheer pace of change, an overflowing inbox, and a double-booked calendar can make leadership feel like a Sisyphean task. How do you manage the sheer demands of the job and lead the change you want to create?

Our coaching process helps you get clarity on your vision, prioritize what is truly impactful, manage your stress and energy levels, and ground yourself in your unique leadership strengths.

Taking on service-related leadership roles—chair of a department, dean of a school, executive director of a center or division—can result in a myriad of new responsibilities from managing diverse teams to balancing competing priorities from your multiple constituencies.

Our coaching process helps you match your leadership style to the specifics of your environment, identify and manage stakeholder needs, and develop strategies that leverage your leadership strengths.

You are at a mid- or senior-level stage in your career and while everything is “OK,” you have a sense that there are opportunities for greater professional impact.

Our coaching process helps you get clarity on the impact you would like to have, develop strategies to get there, and reignite the spark of what truly brings you alive—all in service of strategizing what is “next.”



OUR PROCESS



Week 1-2:

An initial online meeting with one or more of our coaches to ensure fit.



Week 2-4:

Exploration and agreement on coaching goals and development of a plan.



Week 4-8:

Conduct desired assessments (CliftonStrengths, 360 Feedback, etc.) and explore results.



Months 3-6:

Meet online on a bi-weekly or monthly basis; celebrate successes, address challenges, and track progress; review and update goals.

What Some of Our Senior Faculty Coaching Clients Have Said



I had the opportunity to participate to great effect. **It was a transformative experience for me.** In fact, I learned and profited so much from it that I have recommended to my [department colleagues] that they participate.



I am more resilient in the face of conflict and disruptions that previously would have derailed my focus. I have also become better at identifying who should be helping me and in building trust.



It has been extremely helpful to talk over instances where I felt I could have done better and **discuss strategies** for staying focused on the big issues. I have also learned new ways to interact with my reports and to **consider a broader range of ways of dealing with issues.**



I have used coaching as an opportunity to continue to **evolve and build my larger academic and professional goals** in ways that are motivating and allow me to continue to create greater impact in my field, in the classroom, and in society.

Our Unique Expertise

We bring in-depth, personal experience in high stakes academic environments, including more than 40 years at Ivy+ League institutions leading executive education, leadership development, and organizational development. Our coaching work is confidential, tailored to the individual, and uniquely suited to the academic environment. 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 coaching might benefit you, contact us for an introductory conversation. We look forward to learning more about your coaching goals and to sharing further details about our process.

To schedule an exploratory conversation, email coaching@academicleadershipgroup.com

