



CUPA-HR
Annual Conference
and Expo 2014

September 28-30
San Antonio

Have It Your Way!
Create a Customized Leadership
Development Program That Works

Presented by:

Diane E. Darcy & Shannon Bryant
LaGuardia Community College

September 29, 2014

Concurrent Sessions Sponsored by





Customized Leadership Development Program

COLLABORATION and CUSTOMIZATION



Collaboration & Customization are key!



STEPS TO CREATING A CUSTOMIZED PROGRAM



- Identify needs of the division
- Assess strengths and weaknesses of participants
- Develop program components
- Develop a delivery timeline
- Post delivery assessment



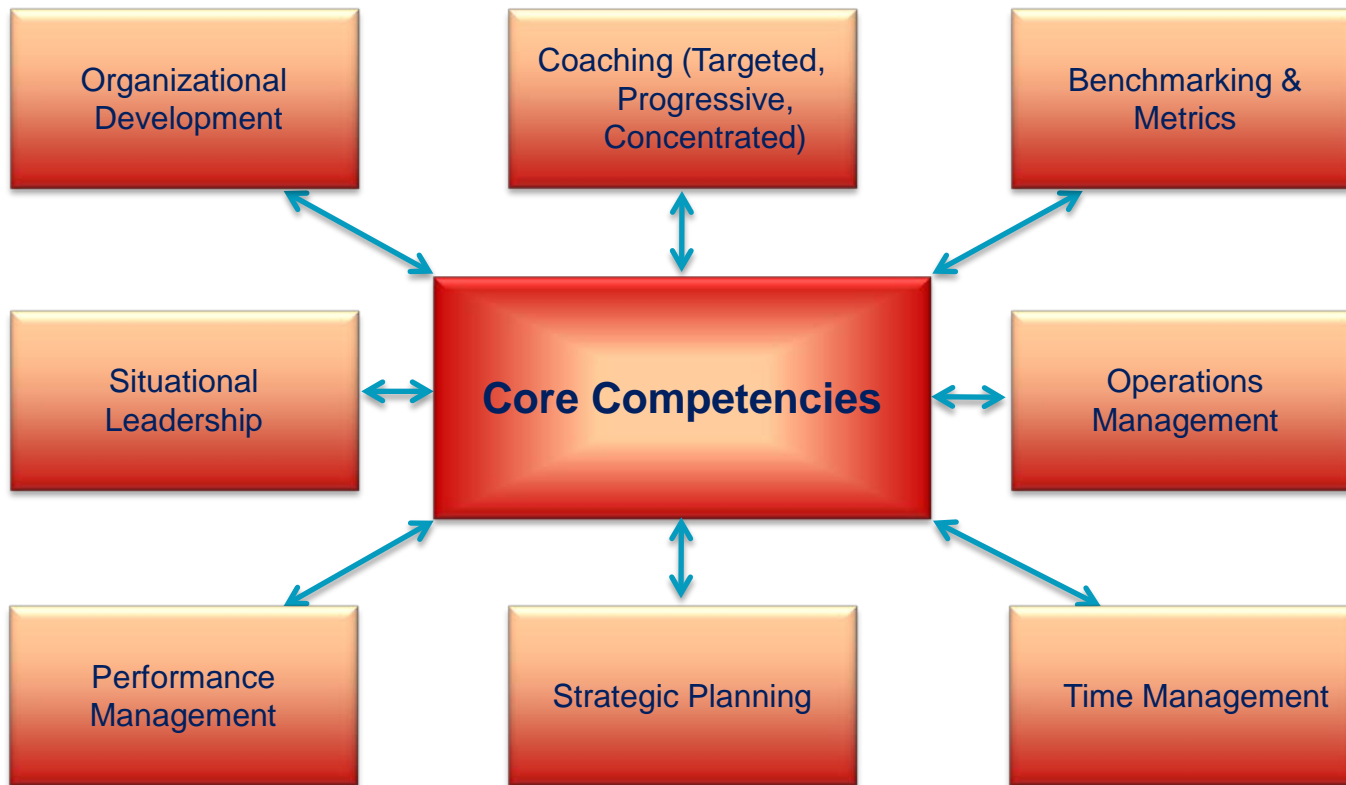
IDENTIFY DIVISIONAL NEEDS



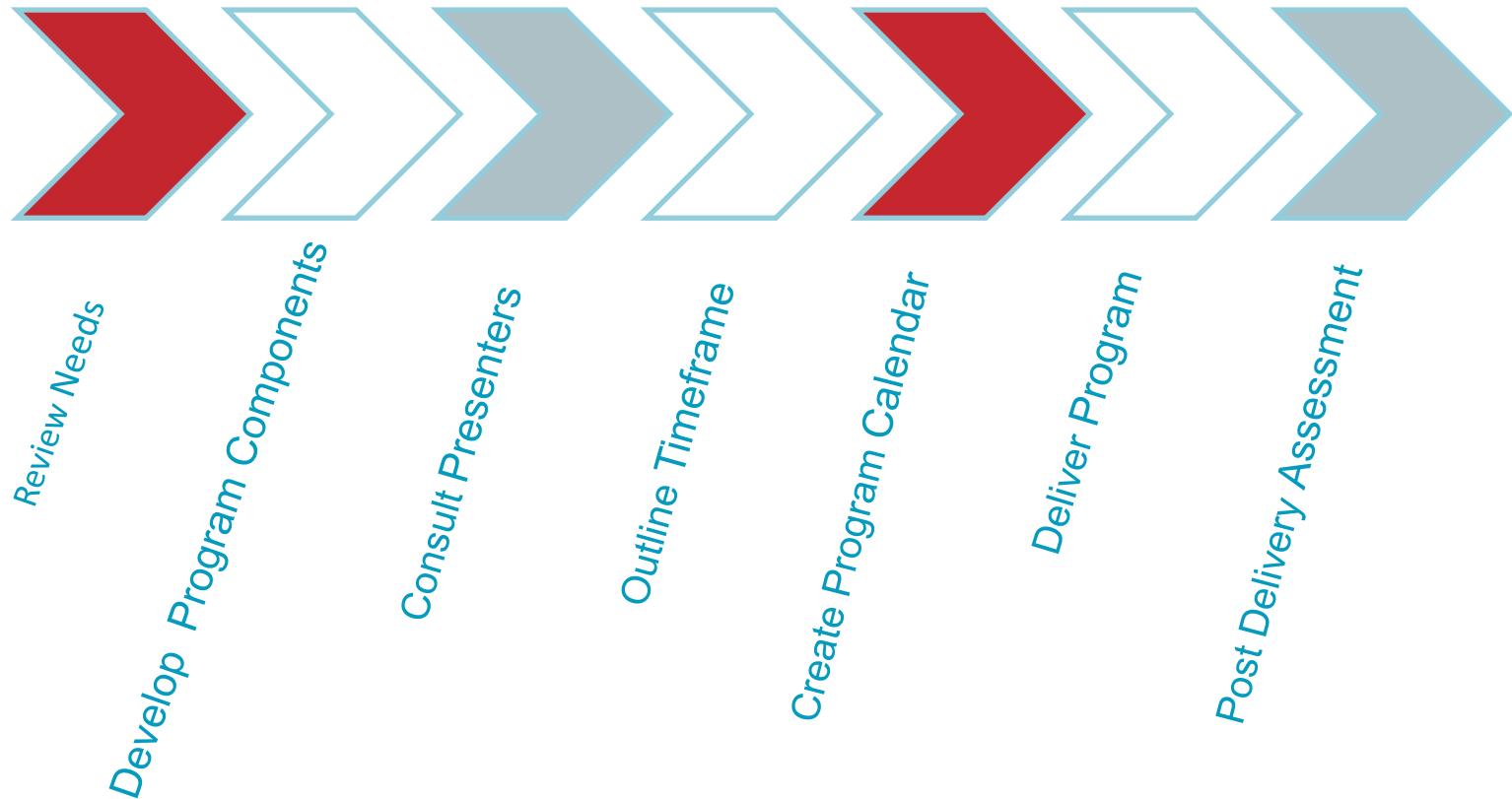
ASSESS STRENGTHS AND WEAKNESSES



A WELL BALANCED PROGRAM DEVELOPS A WELL BALANCED LEADER



DELIVERY TIMELINE



POST DELIVERY ASSESSMENT



Participants

- Effectiveness of program
- Style and delivery of presenters
- Program Components

Ongoing assessment & evaluation

- Achievement of development objectives
- Ongoing supervisor's assessment of progression of skills
- Employee Performance Management

HAVE IT YOUR WAY



CUSTOMIZED SKILLS BUILDING PROGRAM



BENCHMARKING & METRICS

SITUATIONAL LEADERSHIP

STRATEGIC PLANNING

COACHING

OPERATIONS MANAGEMENT

TIME MANAGEMENT

ORGANIZATIONAL DEVELOPMENT

PERFORMANCE MANAGEMENT



Thank You

Diane E. Darcy

dianed@lagcc.cuny.edu

Shannon Bryant

sbryant@lagcc.cuny.edu

Please complete the online evaluation form for this session. CUPA-HR will e-mail session evaluations to you today.

