



## Focused Leadership Program Outline Fall FY18

*Focused Leadership* is an intensive executive coaching program designed for high-performing senior managers (grade 60 and above) who have a current and pressing challenge that is best addressed through one-on-one coaching. The fee for this program is \$1200. Please note: Universal Manager Training is a pre-requisite for participation in Focused Leadership.

<u>Session/Event</u>	<u>Date/Timeframe</u>	<u>Commitment</u>
Mandatory Information Session	July 13 or July 19	3:00 p.m. – 4:00 p.m. 9:00 a.m. – 10:00 a.m.
Application deadline	July 25 by 5:00 p.m.	
Pre-work: Complete the LEA 360° assessment	August 8 to September 5	45 min. plus assigning observers
<b>Session 1: 360° Feedback session</b> <i>Christina Finegold, Harvard University Center for Workplace Development</i>	September 12	9:00 a.m.- 3:00 p.m.
360° Meeting: In-depth review of individual results with a coach who is certified in the tool and your coach	September 13 to September 25	One hour
<b>Session 2: Immunity to Change</b> <i>Margie Naddaff, Harvard University Center for Workplace Development</i>	September 26	9:00 a.m.-3:00 p.m.
<b>Session 3: Creating the Individual Development Plan</b> <i>Sue Coyne, Harvard University Center for Workplace Development</i>	October 3	9:00 a.m.-3:00 p.m.
Coaching session 1	Week of October 16	One hour
Coaching session 2	Week of Nov. 6	One hour
Coaching session 3	Week of November 27	One hour
<b>Session 4: Group Check-in - Individuals Report on Progress-to-Date</b>	December 5	9:00 a.m. – 11:00 a.m.
Coaching session 4	Week of December 18	One hour
Coaching session 5	Week of January 15	One hour
<b>Session 5: Sustaining Progress</b> <i>Christina Finegold, Harvard University Center for Workplace Development</i>	January 30	9:00 a.m.-12:00 p.m.

Registration information is available through local Human Resource offices or by contacting the Harvard Leadership Development Program at [CWD\\_HLDP@harvard.edu](mailto:CWD_HLDP@harvard.edu). **Applications are due by July 25** and notification will be given on August 8.