



## Focused Leadership Program Outline FY22

*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 \$900.

<u>Session/Event</u>	<u>Date/Timeframe</u>	<u>Commitment</u>
Mandatory Information Session	Sept. 7 or Sept. 9	3:00 p.m. – 3:45 p.m. 10:00 a.m. – 10:45 a.m.
Application deadline	Sept. 15 by 5:00 p.m.	
Pre-work: Complete the LEA 360° assessment	Sept. 29 to Oct. 27	One hour
<b>Session 1: Program Orientation, Individual Directions Inventory, and 360° Feedback</b> Christina Finegold and Margie Naddaff, <i>Harvard University Center for Workplace Development</i>	November 3	9:00 a.m.- 12:00 p.m.
360° Meeting: In-depth review of individual results with a coach who is certified in the tool and your coach	November 4 to 16	One hour
<b>Session 2: Immunity to Change</b> Margie Naddaff, <i>Harvard University Center for Workplace Development</i>	November 17	9:00 a.m.-12:00 p.m.
<b>Session 3: Creating the Individual Development Plan</b> Christina Finegold, <i>Harvard University Center for Workplace Development</i>	December 1	9:00 a.m.-12:00 p.m.
Coaching session 1	Week of Dec. 13	One hour
Coaching session 2	Week of Jan. 10	One hour
Coaching Session 3	Week of Jan. 31	One hour
<b>Session 4: Group Check-in - Individuals Report on Progress-to-Date</b>	February 9	9:00 a.m. – 11:00 a.m.
Coaching session 4	Week of Feb. 21	One hour
Coaching session 5	Week of March 14	One hour
<b>Session 5: Program Closing</b> Christina Finegold, <i>Harvard University Center for Workplace Development</i>	April 6	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 September 15** and pre-work will be sent Sept. 29.