<table>
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<tr>
<th>Program</th>
<th>Applicant Profile (minimum one year in current position)</th>
<th>Deadline to Apply</th>
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<th>Cost Per Person</th>
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| **Focused Leadership**<br>(grades 60+)      | ▪ High-performing senior manager  
▪ Has requested or wants an executive coach  
▪ Will implement individual and organizational change as a result of 360° feedback and coaching  
▪ Acts as a catalyst for change                                                            | July 20           | Aug. 1            | Sept. 12    | $1200           |
| Meets as a cohort five times plus five one-on-one coaching meetings  
*contact your OD Consultant to discuss engaging a leader in coaching outside of Focused Leadership |                                                                                                                       | Dec. 18           | Jan. 10          | Feb. 14     | $1200           |

| **Leadership in Action**<br>(grades 58+)     | ▪ High-performing mid-to-senior level manager  
▪ Will implement individual and organizational change as a result of 360° feedback and coaching  
▪ Models and advocates employee engagement and organizational achievement                                            | Sept. 20          | Oct. 4            | Nov. 1      | $1200           |
| Meets once a month for the academic year                        |                                                                                                                       |                   |                  |            |                 |

| **Foundations of Leadership**<br>(exempt grades 56+) | ▪ High-performing manager  
▪ Supervise at least one permanent staff member  
▪ Has attended Universal Manager Training  
▪ Motivates their team and promotes employee development                                                          | Aug. 29           | Sept. 12          | Oct. 10     | $700            |
| Meets once per week for five weeks                        |                                                                                                                       | Jan. 31           | Feb. 14          | March 14    | $700            |

| **Leadership Strategies for the Individual Contributor**<br>(exempt grades 56-59)* | ▪ High-performing individual contributor* (*does not manage or supervise staff)*  
▪ Exemplifies teamwork and embraces change  
▪ Leads projects with multiple stakeholders  
▪ Uses independent judgment and decision-making to accomplish goals  
▪ Demonstrates maximum engagement with their role                                                              | Aug. 23           | Sept. 6           | Oct. 4      | $500            |
| Meets once per week for four weeks                         |                                                                                                                       | Jan. 15           | Jan. 29          | Feb. 26     | $500            |
|                                                           |                                                                                                                       | April 17          | May 1            | May 29      | $500            |

| **Leadership Essentials**<br>(up to non-exempt grade 56) | ▪ High-performing support staff  
▪ Demonstrates maximum engagement with their role  
▪ Has discussed with their manager an overall development plan of which this is a part                     | Sept. 18          | Oct. 2            | Oct. 30     | $300            |
| Meets once per week for three weeks                        |                                                                                                                       | March 21          | April 4          | May 2       | $300            |