

THE LEADERSHIP ACADEMY

The Leadership Academy Definition

The Leadership Academy is a program that provides skill-building opportunities primarily for current and future leaders at College of DuPage.

The Leadership Success Profile

The Leadership Success profile outlines College of DuPage's expectations for its leaders and those who are working toward becoming leaders.

Builds Relationships

Core Value(s): Respect, Responsibility

Successful leaders respect all employee groups, community members, external groups and peers. They demonstrate nurturing, attentiveness, consensus-building and inclusion. They promote honesty and trust. They respect diverse opinions across the College and community.

- Takes time to learn the perspectives of others and solicits input
- Acts professionally at all times and in all circumstances
- Seeks first to understand, then to be understood
- Acknowledges and empowers others
- Promotes a sense of COD pride in community and college relationships
- Empowers others in a team environment
- Develops high-performing teams

Communicates Effectively

Core Value(s): Honesty, Respect, Responsibility

Successful leaders create an environment that encourages open conversation and mutual understanding. They clearly communicate messages. They show respect for differing opinions while maintaining an appropriate level of assertiveness.

- Actively listens, clarifies messages, and articulately shares information
- Uses facts and evidence to support decisions and rationale
- Uses appropriate approaches and modes of communications for each party involved
- Begins discussions with key issues
- Communicates messages in a clear and timely manner

Exhibits Visionary Leadership

Core Value(s): Respect

Successful leaders encourage new ideas, innovation, and creative thinking and influence and empower others to be visionary. They clearly articulate a vision that reflects the shared values within College of DuPage and the District 502 community. They look to the future and maintain the "big picture" perspective.

- Executes the vision
- Conveys vision to the rest of the team
- Encourages professional development
- Identifies key trends and articulates a future-state while encouraging employees to do the same

Manages with Courage

Core Value(s): Integrity, Respect, Honesty

Successful leaders make decisions based on mission, vision, values, and policies of College of DuPage. They are confident and willing to make firm, final decisions in tough situations. If necessary, they will challenge the status quo for the good of College of DuPage.

- Accepts reasonable risk in decision-making while cognizant of COD policies
- Executes the mission of the department
- Does the difficult, but right thing, regarding personnel
- Accepts and takes responsibility when making decisions
- Manages conflict appropriately

Thinks Strategically

Core Value(s): Integrity, Responsibility

Successful leaders demonstrate a strong understanding of COD strategies and purpose. They are forward-thinking but also understand historical context. They consider the long-term impact of decisions on a multi-dimensional level and maintain a college-wide perspective.

- Produces, implements and communicates effective plans
- Uses data and information to make well-informed decisions
- Sets and meets short-term and long-term goals
- Demonstrates knowledge of trends in community colleges and higher education
- Includes change management strategies in planning
- Involves all stakeholders in strategic planning