

High Impact Leadership

Hosted by UGA Human Resources – Learning & Development

WHY JOIN US?

Open to all staff and faculty at the University of Georgia, High Impact Leadership (HIL) is a transformative, 7-week program intentionally designed to provide emerging leaders at UGA a unique blend of practical skills, insightful strategies, and professional development to encourage leadership growth in their career.

Spring 2025

PROGRAM DATES

- Week 1: March 12, 2025
- Week 2: March 19, 2025
- Week 3: March 26, 2025
- Week 4: April 2, 2025
- Week 5: April 16, 2025
- Week 6: April 23, 2025
- Week 7: April 30, 2025

**All sessions are full day workshops unless otherwise specified.*

REQUIREMENTS:

- 2+ years of employment at UGA
- Must attend all sessions
- Supervisor approval required
- Register by February 12, 2025

REGISTER TODAY!

**Space is limited – first-come, first-served; there will be a cohort in Fall 2025*

Questions?

Call or email us:

706-542-7062

leadership@uga.edu



Learning & Development

University Human Resources

UNIVERSITY OF GEORGIA

UGA High Impact Leadership: Emerging Leaders Certificate Program Curriculum Spring 2025

UGA Learning and Development
315 South Thomas St., Athens, GA 30602
P: 706.542.7062 F: 706.542.6495
leadership@uga.edu

Week 1, Wednesday, March 12: Cohort Teambuilding and Leadership Thinking

This opening session explores group communication, trust, problem-solving skills and leadership styles. The afternoon workshop includes a discussion on leadership and an exploration of your own leadership qualities and goals for the future. We will also introduce CliftonStrengths in preparation for the following week.

Week 2, Wednesday, March 19: Leading with CliftonStrengths

This leadership development session uses Gallup's CliftonStrengths as a foundation for staff to interpret their results through the lens of leading themselves and others. Building upon the material within Foundations of Leadership, participants will be able to explore their CliftonStrengths Top 5 / Top 10 Leader Report / Full 34 Results, how their results provide insights into natural talents they have as a leader, considerations for how to improve their day-to-day leadership, and establish Strength-based goals as leader.

*****Participants will need to complete assessment and attend a 1HR debrief with Strengths coach prior to the 3/19 session*****

Week 3, Wednesday, March 26: Navigating Challenges in the Workplace

Challenges of all varieties are an inevitable part of any work environment. This session introduces conflict management, navigating uncertainty, and the ability to adapt to challenges as essential leadership concepts. Participants will explore their approach to conflict, develop an awareness of how others might respond, and learn to incorporate these insights into their leadership philosophy. By emphasizing emotional intelligence, the session will equip participants to manage challenges with greater empathy and effectiveness, fostering stronger relationships and more resilient leadership.

Week 4, Wednesday, April 2: Overcoming Immunity to Change through CliftonStrengths

In this interactive workshop, participants will explore the concept of Immunity to Change (ITC) and learn how to overcome personal and professional barriers that hinder leadership growth. We will delve into the psychological mechanisms that create resistance to change and work through exercises that help identify and address these barriers. Participants will then integrate insights from their CliftonStrengths Leader Report to develop actionable strategies that align their strengths with their leadership development goals. By understanding how their innate talents can both support and hinder progress, they will create a personalized plan to overcome their immunity to change.

Week 5, Wednesday, April 16: Mastering Well-Being Through Work/Life Integration: Aligning Your Personal and Professional Goals

Integrating all aspects of your life is about finding the potential in each part to help produce success in the others, rather than letting the demands and stress of one destroy the enjoyment of the others. Participants will explore how to incorporate their CliftonStrengths into their personal well-being initiatives learn practical strategies for integrating work and life goals, and explore how mentorship can help you develop as a leader.

Week 6, Wednesday, April 23: Presentation Prep (OPTIONAL)

Participants have the opportunity to enhance their presentation skills by working with a Learning and Development Facilitator who will provide valuable feedback on their presentations.

Week 7, Wednesday, April 30: Final Presentations and Closing Session

Participants will share their 7-10 min. presentations and be presented with their HIL Certificate.

UGA High Impact Leadership: Emerging Leaders – Spring 2025 Registration Form

Although this program is no cost to the employee, supervisor approval is required. Submission date deadline is close of business Wednesday, February 12, 2025 or until full.

Division of University Human Resources
Learning and Development Department
315 S. Thomas St., Athens, GA 30602
P: 706.542.7062 F: 706.542.6495
Email: leadership@uga.edu

Contact Information

Participant Name:

Position Title:

*How long have you been employed at UGA?

Department Name:

Email Address:

Phone Number:

***Are you able to attend all scheduled sessions?**

Yes:

No:

Supervisor Approval

Approved by:

Phone:

Department:

Position Title:

*Signature: _____

Date:

** required for consideration*

Please send completed Registration form via email (leadership@uga.edu),

Questions? Contact Jennifer Duncan at 706-542-0715 or leadership@uga.edu.