SFASU
Professional Development

Loretta C. Doty
Jeremy K. Higgins
F&A Professional Development

- Background – F&A Retreat (2013)
  - Succession Plan
  - Strategic Plan

L  Leadership
E  Education
A  And
D  Development
LEAD Program

- Application/Selection
  - Position requires Degree
  - Individual has Degree

- Education
  - Department Presentations
  - Department Interaction
    - Project, Shadowing, Mentoring
  - Campus Involvement
    - Ask Me Jacks, Move in

- Assessment
- Graduation

“The experience of stepping out of my daily routine and immersing myself into someone else’s world, even if just for an hour, was the most valuable experience for me.”
Results and Future

- 4 Cohorts
- 26 Participants
  - 1 Director, 4 Assistant Directors, Managers

“One of the most enriching experiences for me was learning more about connectivity – learning how the things we do are intertwined in our division and how that impacts the university.”

- What’s Next
  - Continued Improvement
  - CBMI
“The growth and development of people is the highest calling of leadership. –Harvey S. Firestone.”
Management Development Track – Staff/Faculty

- Principles of Leadership
- Performance Management
- Disciplinary Action
- Conflict Resolution
- Best Practices in Hiring
- Managing Employee Leave
Administrative Development Track

- Time Management
- Change Management
- Assertive Communication
- Customer Service
- Dealing with Conflict
- HR 101
- Utilizing Technology for Productivity
Ongoing Personal Development

- Customer Service
- Stress Management
- Time Management
- Financial Literacy
Professional Development

Questions