Joan Nelson, Executive Director
Sandy Coltharp, Director Talent Management
Mindy Stallings, Sr. Training Specialist
Human Resources
Driving the Machine

- Leadership
- Faculty and Staff
- The University
Developing UH Talent

- Advanced Degree
- Certificate Programs
- IMPACT LEADERSHIP
- One-Day Seminars & Training Programs
- Special Learning Opportunities
- Lunch & Learn
- Self Study- SkillPort eLearning

Executive Excellence
Emerging Excellence
Women’s Excellence in Higher Ed
UH Talent Development Opportunities

Advanced Degrees

**Graduate Degrees:** Over 60 different programs including Accountancy, MBA, Computer Science, Hospitality Management and Public Administration

Certificate Programs: Over 40 different certificate programs including Business Modeling and Decision Making, Energy Risk Management, Women’s Studies, Sales Leadership and Real Estate Management

Impact Leadership: Executive Excellence, Emerging Excellence, Women’s Excellence in Higher Education
Ensuring Leadership Quality

- Professional Development
- Hiring Top Talent
- Succession Planning
- Mentoring
The Tier 1 Goal

Accessibility

Excellence

Inclusion

UH Culture
Achieving Excellence

Efficiency

Proficiency

University Excellence
Achieving Synergy

Employee

Family

Personal

Intellectual

Emotional/Spiritual

Work
Retaining Top Talent

HOW CAN I MAKE A DIFFERENCE?

WHERE DO I GET THE SKILLS I NEED?

HOW CAN I ENCOURAGE MY EMPLOYEES?
Succession Strategies

2X salary – employee
3.5X salary – leaders

$43,835 avg. A&F salary
(X2) X160 = $14,027,200

Chart Title

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2015</th>
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<tbody>
<tr>
<td>retirables</td>
<td>160</td>
<td>278</td>
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<tr>
<td>remaining employees</td>
<td>783</td>
<td>665</td>
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March 1, 2010: Impact Leadership Planning Begins

3/3/2010: Identify Employee Leadership


4/22/2010: Focus Groups

5/5/2010: Review & Finalize Curriculum

5/10/2010 - 7/10/2010: Content Development

6/11/2010: Impact Leadership Website Created


7/20/2010: Website Go-live

8/23/2010: Introduction Breakfast

8/13/2010: Candidate Selections & Notification

9/8/2010: Sessions Begin

5/10/2010 - 7/27/2010: Program Development

<table>
<thead>
<tr>
<th>About Executive Excellence</th>
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<tbody>
<tr>
<td>Nomination based</td>
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<tr>
<td>16 participants</td>
</tr>
<tr>
<td>8 full day sessions</td>
</tr>
<tr>
<td>Meet every other week</td>
</tr>
<tr>
<td>Mandatory attendance</td>
</tr>
<tr>
<td>Confidentiality clause</td>
</tr>
<tr>
<td>In-program mentoring</td>
</tr>
<tr>
<td>University cross section</td>
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</table>
Executive Excellence Sessions

Impact Leadership and the Impact of Personality

The Impact of Emotional Intelligence in Leadership

The Impact of Executive Effectiveness and Communication

The Impact of Strategic Planning, Prioritization and Processes
Executive Excellence Sessions

The Impact of Organizational Change

The Impact of Cohesive Collaboration and Partnerships

The Impact of Inclusion and Ethics

The Impact of Best Practices
Assessments

Insights Personality Profile

Baron Emotional Intelligence Profile

Leadership Style Assessment

Preferred Mode of Conflict Resolution Inventory
Program Components

DEDICATED WEB SITE

PROFESSIONAL ENHANCEMENT PLAN

THE LEADERSHIP BOOK CLUB

EXECUTIVE EXCELLENCE LEGACY AND ALUMNI
Leadership development is a journey, not a destination.