

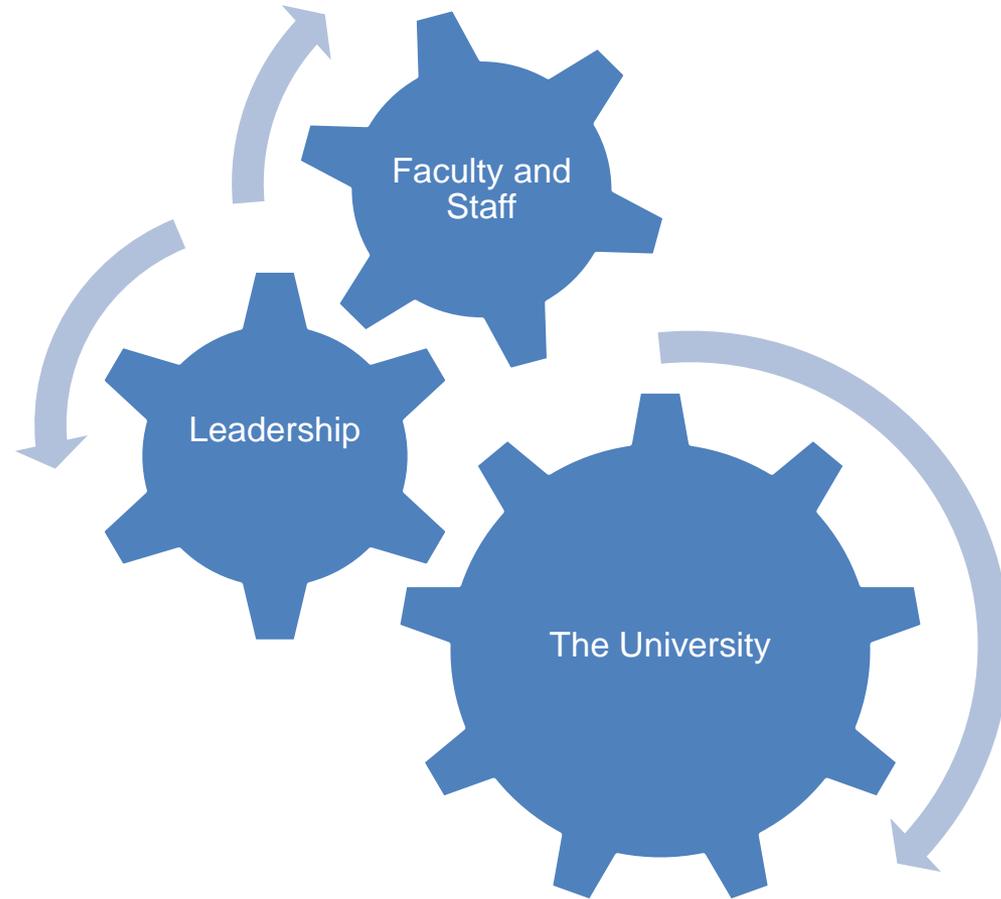


UNIVERSITY of HOUSTON

IMPACT LEADERSHIP

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

Driving the Machine



Developing UH Talent



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

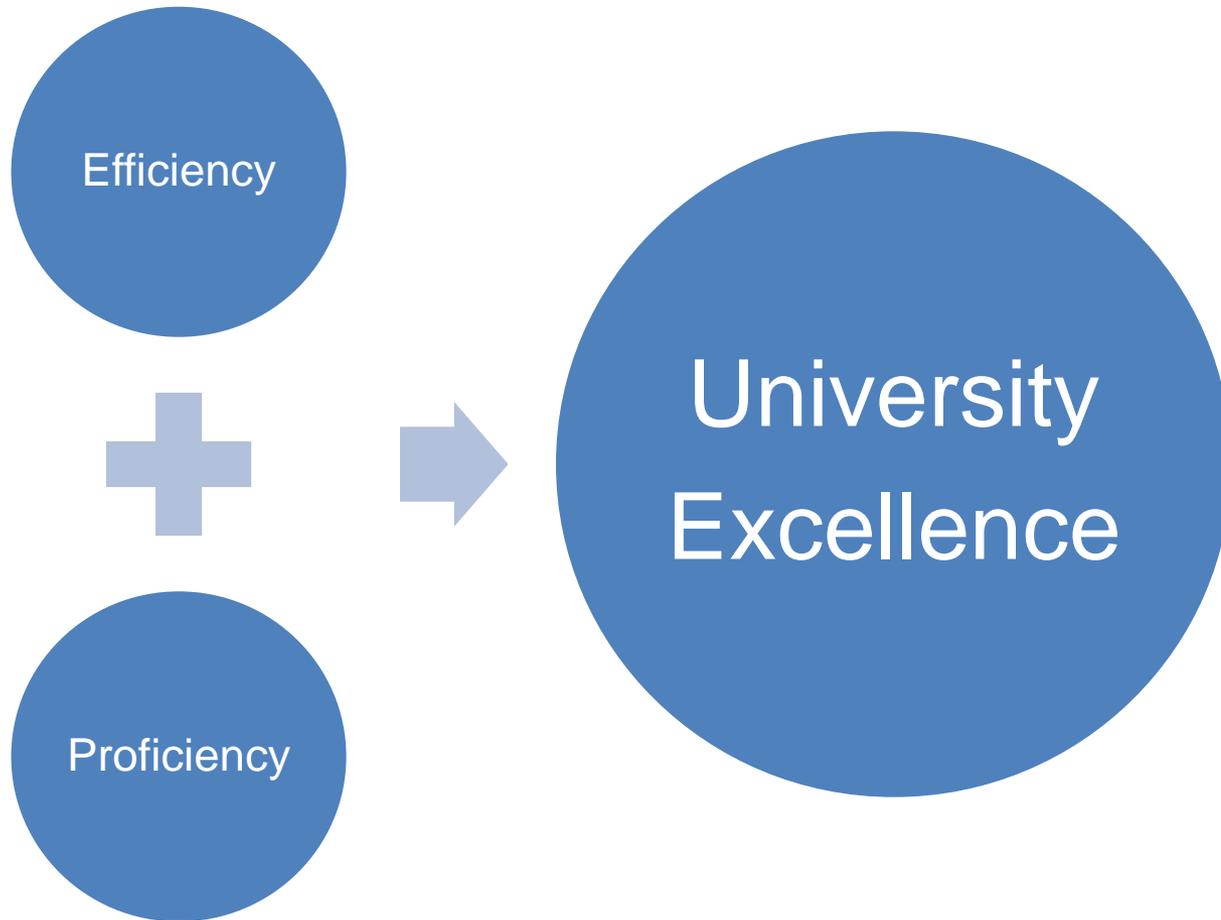
Ensuring Leadership Quality



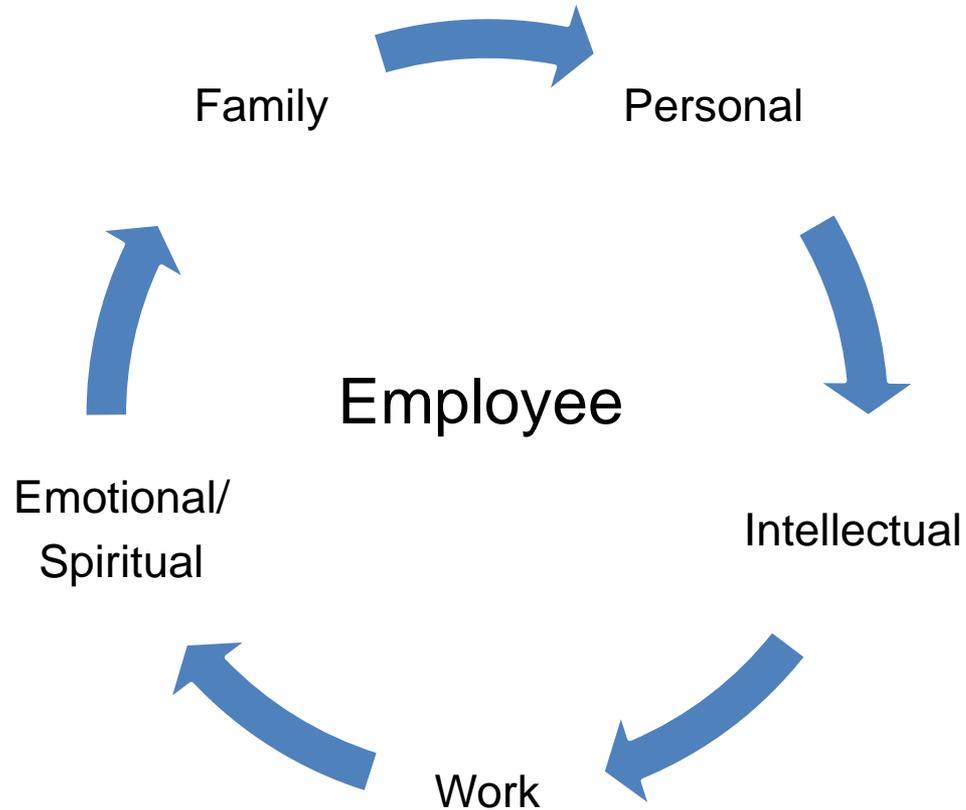
The Tier 1 Goal



Achieving Excellence



Achieving Synergy



The Importance of Leadership Development



Retaining Top Talent

HOW CAN I
MAKE A
DIFFERENCE?

WHERE DO I
GET THE
SKILLS I NEED?



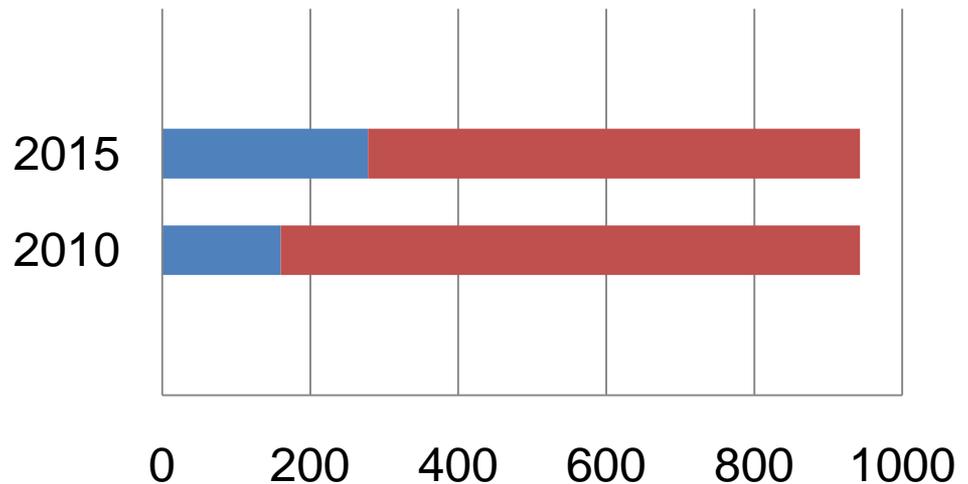
HOW CAN I
ENCOURAGE
MY
EMPLOYEES
?

Succession Strategies

2X salary – employee
3.5X salary – leaders

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

Chart Title



	2010	2015	
■ retirables	160	278	
■ remaining employees	783	665	

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Executive Excellence

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IMPACT LEADERSHIP

Emerging Excellence

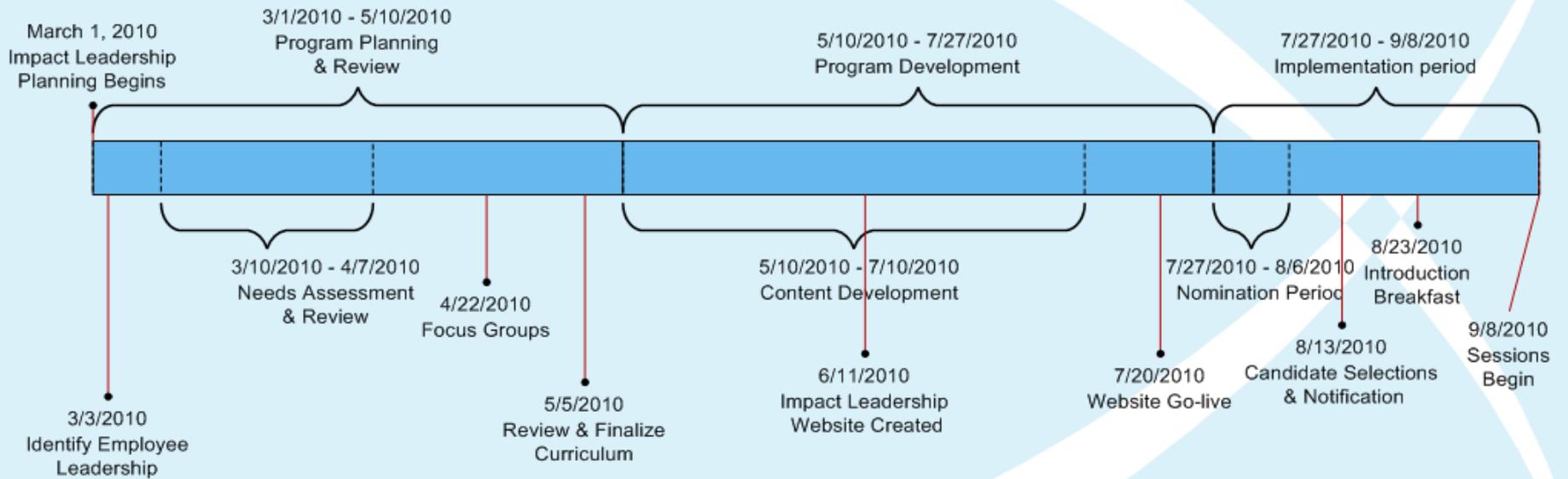
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Women's Excellence in Higher Education

UNIVERSITY of HOUSTON
HUMAN **RESOURCES**

Impact Leadership/Executive Excellence Timeline



About Executive Excellence

Nomination based

Mandatory attendance

16 participants

Confidentiality clause

8 full day sessions

In-program mentoring

Meet every other week

University cross section

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.

