



Center for Professional
Development

SAIL INSTITUTE

*Empowering Strategic, Academic,
and Innovative Leadership*

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ABOUT THE PROGRAM

The SAIL Institute is a system-wide leadership development organization dedicated to advancing understanding and building human capacity in the areas of strategic, academic, and innovative leadership.

We serve the 64-campus of the SUNY system and higher education institutions across the United States by providing cutting-edge leadership development; inspiring institutions to think innovatively about improving student success, sharing research and analysis that helps leaders stay up-to-date on current issues and future trends.

Through self-assessments, workshops, retreats, executive coaching and other development opportunities, the SAIL Institute builds the capacity of leaders today so they can lead the institutions of tomorrow.

SUMMER & WINTER LEADERSHIP PROGRAMS

SUMMER LEADERSHIP RETREAT

A week-long professional development program to enhance the leadership skills of the participants, making them more effective leaders on their campuses and preparing them to take on more responsibilities within SUNY in the future. The week is devoted to the personal exploration of individual leadership, as well as gaining mastery in interpersonal, team, and system dynamics.

Throughout the week, participants are engaged in scholarly readings, thought provoking lectures, and challenging exercises, and case studies. The participants are provided personal 360 and DiSC Work of Leaders assessment reports, which informs them with data about their personal strengths and challenges in leadership. Evening hours are devoted to reflection, coaching team feedback, and team-building. Participants leave with a professional development action plan and a new network of SUNY-wide colleagues to assist them in continuing their growth.

WINTER LEADERSHIP VIRTUAL ACADEMY

Offers participants an opportunity to spend time expanding upon their ability to lead in higher education. Participants will focus on skills needed to lead high-performing teams to become academic cultures of innovation.

EXECUTIVE LEADERSHIP ACADEMY

The Executive Leadership Academy is designed for academic and administrative professionals who currently serve in executive and/or senior level roles on a leadership trajectory at their institution. This includes provosts, campus vice presidents and deans as well as other senior administrators with significant leadership experience (associate/assistant provosts, associate/assistant vice presidents, chiefs of staff, executive directors). All share aspirational goals to advance to the highest level of leadership in higher education, specifically to secure presidential, vice presidential or other executive leadership positions in the next one to three years.

STUDENT LEADERSHIP OPPORTUNITY

The SUNY Student Leadership Academy is designed to help provide talented and committed SUNY students from across the system with the leadership mindset and skills that are necessary to solve today's complex global challenges and be successful beyond graduation. This a free of charge program open to any SUNY student who is full-time or part-time in any educational level; limited to two SUNY students per campus. The academy consists of a series of virtual seminars taking place from 12:00-2:00 p.m. on various Mondays and Fridays throughout the Fall semester. Participants will have the opportunity to expand their personal networks and connect with other student participants and alumni from across the SUNY system. All students who successfully complete the program will earn a 2020 Student Leadership Academy digital badge.



LEADERSHIP ACADEMIES

SAIL Institute provides custom Leadership Academies designed to help aspiring and current professionals develop and strengthen their leadership abilities. These cohort-based program move participants through a journey of self-discovery, skill development and knowledge creation. A variety of pedagogical approaches are used to ensure that learners of all styles are able to engage in and contribute to the program.

The programs are largely interactive, using a variety of small group discussions, simulations, leadership assessments, panel discussions and case studies all situated within the context in which the modern education leader exists. The faculty for the program include a combination of leadership development experts and experienced leaders/mentors.

SAIL has partnered with NYSERNet to offer a CIO Leadership Academy designed to help aspiring IT leaders, as well as aspiring and new CIOs, develop and strengthen their leadership abilities.

SAIL has partnered with SUBOA (State University of New York Business Officers Association) to offer a Chief Business Officers Leadership Academy to ensure leadership support for those managing and leading business operations on their campus.

EXECUTIVE COACHING

Partner with the SAIL Institute to provide executive coaching for your campus leaders. Coaching is a series of focused and purposeful conversations to help leaders achieve the goals they set for themselves and their campuses. It is a respectful, supportive, confidential and candid professional development relationship that holds people accountable.

The SAIL Institute organizes coaching sessions for individuals as well as teams. Team coaching can re-energize existing teams or assist those who will be leading and are responsible for significant change initiatives.

BENEFITS OF TEAM COACHING AND TRAINING:

- Learning together builds bonds of trust leading to states of “team flow” and increased performance
- Strengthen team character and confidence in each other
- Develop group change readiness, conflict management skills and communication effectiveness and the use and restoration of team energy
- Personal and team accountability
- An expanded vision of what is possible and achievable
- Clear communications and active listening in an environment of trust and mutual respect



SUNY 360

LEADERSHIP SKILLS INVENTORY

The SUNY360 Leadership Skills Inventory assists higher education professionals in gaining greater understanding about their current leadership competencies as well as understanding how their self-perception compares to how others perceive them. It is specifically designed to assess skills that are important to those working at colleges, universities, and other organizations in the higher education sector.

The SUNY360 individual report provides an inventory of individual capacities in order to help one gauge their readiness to lead their campus. The SUNY360 is a secure online platform, making it easily accessible for both participants' and observers. It is available to any organization interested in advancing the leadership development of its staff at all functional levels, including coordinators, directors, deans, vice presidents, and presidents. Reports can be customized to the needs of the organization or specific roles.

THE SKILLS INVENTORY FOCUSES ON THE SIX DOMAINS OF KNOWLEDGE FOR HIGHER EDUCATION LEADERS

- 1 Know Yourself
- 2 Know Your Skills
- 3 Know Your Team
- 4 Know Your Students
- 5 Know Your Institution
- 6 Know Your Context

DEPARTMENT CHAIR ACADEMY

The SAIL Institute's Department Chair Academy offers opportunities and resources to build the leadership capacity of current and future department chairs, as well as program coordinators, and directors of research centers and institutes.

Being an effective department chair requires an individual to articulate and execute a vision for the future, understand their strengths and weakness as a leader, have a firm understanding of practical management skills, and effectively span the boundaries between the faculty and the college administration.

Our approach is to build confidence and knowledge through teaching leadership concepts and offering practice of those concepts through case studies, reflection, discussion, and developing "take home" goals and objectives. SAIL offers system-wide Department Chair Academies both virtual and in-person each year as well as custom on-campus training opportunities.

PERSONAL ASSESSMENTS

The SAIL Institute utilizes a number of personal assessment tools in order to provide useful data to individuals about their personal working style, preferences and abilities. Unlike an annual performance review, personal assessments are confidential sources of information intended to help individuals develop the skills needed to achieve their goals. Options are virtually limitless when it comes to personal assessment tools, however some of the most useful and used in our programs are: Everything DiSC and DiSC Work of Leaders, MEIQ Emotional Intelligence, StrengthsFinder, Your Style Under Stress (Crucial Conversations), Narrative Intelligence Story Type, and the SUNY360.



WEBINARS

SAIL hosts monthly webinars, *Leaders Learning Live*, on a diverse range of leadership development topics. SAIL staff and fellows interview leaders from across the system and beyond that are making an impact. *Leaders Learning Live* webinars occur every third Thursday of the month from noon through 1:00 p.m.

Review the program calendar on the SAIL website at: <https://sunysail.org/>

BLOG SERIES

SUNY SAIL Institute offers a publication examining critical issues for academic leaders, the [Higher Education Leadership Lens](#).

Visit the SUNY SAIL website to sign up to receive this complimentary newsletter which includes brief articles and infographics on a variety of current topics impacting higher education.

CUSTOMIZABLE WORKSHOPS

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SAIL staff works closely with colleges and universities to design Leadership Workshops tailored to their particular needs. Workshops can range from a couple of hours to a full day, including multiple days, or even semester or year-long programs. We have experience working with leaders at all levels of the institution, including student leaders, department chairs, directors, vice presidents, and presidents.

Leadership development workshops are delivered both virtually and in-person at a discounted price for SUNY faculty and staff. View the SAIL website (www.sunysail.org) for the most current offerings.

WORKSHOP TOPICS CAN INCLUDE

- Discovering Your Leadership Voice
- Engaging Self-Awareness
- Leading High-Performing Teams
- Leading Academic Innovation
- Building a Collaborative Environment: shifting from isolated impact to collective impact
- Leading Culturally Intelligent and Inclusive Campuses
- The Emotionally Intelligent Leader
- Strategic Planning
- SUNY360 Skills Inventory
- Leadership Coaching
- Executive Leadership Team Building
- Build Your Team through the Power of Narrative Intelligence
- Leading your Campus through Change & Conflict
- The Six Domains of Higher Education Leadership
- Higher Education Leadership Resilience
- Assertive Communication: Having Courageous Conversations on Campus
- Empowered Supervision for Organizational Performance in Higher Education
- Shifting Mindsets for Successful Leadership in Higher Education and Beyond
- Crucial Conversations

