



## Leadership Academy

Cornell strives to develop leaders who inspire others to dream more, learn more, do more and become more. Organizational Development & Talent Management (ODTM) aims to help people to discover their leadership potential and advance in their leadership roles. To learn more about the programs offered and how to register, please click on the links below:

- [Turning Point](#) (leadership development for front-line staff)
- [Harold D. Craft Leadership Program](#) (HDCLP: for supervisors, managers, and senior leaders)
- [Building Teams & Leading Change](#) (BTLC: for supervisors, managers, and senior leaders who have attended HDCLP)
- [Developing Facilitation Skills](#) (DFS: for staff who have attended Turning Point or HDCLP)
- [Leading Cornell](#) is a capstone program for staff who are nominated by their Dean or Vice President to attend.
- [Experiential Development Opportunities Program](#) (EDOs: pursue appropriate opportunities vacancies to foster skill and career development)

[accordion]

### Program Comparison Snapshot

Programs	Number of Days	Prerequisite	Course Fee
<a href="#">Turning Point</a>	5	Approval by supervisor who has attended HDCLP	\$500
<a href="#">Executive Harold D. Craft Leadership Program (HDCLP)</a>	5		\$600
<a href="#">Harold D. Craft Leadership Program (HDCLP)</a>	5		\$600
<a href="#">Leading Cornell</a>	13	HDCLP and preferably BTLC, the Cornell Leadership & Professional Development Program <i>OR</i> a comparable leadership course	\$700

<a href="#">Building Teams &amp; Leading Change (BTLC)</a>	4	HDCLP	\$450
<a href="#">Developing Facilitation Skills (DFS)</a>	4	HDCLP, Turning Point, or ELP	\$700

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## Discovering Leadership at Cornell

“Discovering Leadership at Cornell” is a three-program leadership academy for supervisors and managers:

- [Harold D. Craft Leadership Program](#)
- [Building Teams & Leading Change](#)
- [Developing Facilitation Skills](#)

The programs are designed to provide individuals with the self-awareness, skills, tools, action plans, and commitment to be proactive leaders of and within their organizations in meeting new challenges, gaining a deeper understanding of the Cornell culture, and developing a stronger line of sight between the work they do and the university’s mission.

**The goals of the academy for supervisors and managers are to:**

- Increase self-awareness of participants about their personal leadership style, attitudes, skills, and behavioral impact on others;
- Improve communication and relationship-building skills for inspiring, engaging and motivating others;
- Create new experiences in developing and leading project teams and complex organizations;
- Design an individualized learning plan that makes a difference to the individual and organization;
- Develop and practice a methodology for facilitating and leading groups, managing projects, and supporting change;
- Build campus-wide networks and increase partnership, collaboration and alignment with Cornell’s mission.

As the name indicates, the discovery process is the core of the program. In the various programs, each participant works through a series of developmental exercises and activities to discover personal competencies and new ways of thinking about leadership and influencing others. The developmental emphasis is on understanding and tapping into individual experience, information, knowledge, and energy to develop responses to organizational challenges. Personal development ~~occurs through working with others to meet challenges, evaluating and reflecting on this experience, and distilling the~~ lessons learned for future application – all within the supportive context of the group.