Turning Point

Turning Point is a five-day leadership program for front-line staff designed to:

- Increase self-awareness of personal leadership style, attitude, skills, and behavioral impact on others;
- Improve communication and relationship-building skills for inspiring, engaging and motivating others;
- Design an individualized learning plan that makes a difference to the individual and organization;
- Build campus-wide networks and increase partnership, collaboration, and alignment with Cornell’s mission.

The professional development guide provides a snapshot of the programs and courses offered and describes their alignment to the Cornell Skills for Success.

Register at CuLearn

Questions? Contact Deb Billups at 254-1176 or Jim Sheridan at 254-1360.

Turning Point Curriculum

Day One: “Initiative” What do I expect of the university and what does the university expect of me?

- Share purpose of Turning Point
- Share university big picture through the eyes of university senior leadership
- Link purpose of Turning Point to the university mission, stakeholder alignment, and performance
- Share university expectations around culture, values, and performance
- Establish ground rules, confidentiality, and challenge by choice
- Getting acquainted: establish individual and group identity with perceptions, impact versus intent, “Whattaya Know,“ and the “Step Ladder of Group Dynamics”
- Examine impact you have on group dynamics through experiential activities

Day Two: “Who Am I?” – Discovering Yourself

- Understand your personal style and its impact on others (Leadership Wheel)
- Team exercise to discover self in team and participate and lead given the team dynamics
- Increase self-awareness through Johari Window and Lifeline
- 360-degree personal staff skills assessment and review
- Understand your personal values and how they align with the university’s goals

Day Three: “Who Are You?” – Developing Interpersonal Skills
Values – what is the importance of demonstrating them and how to best align your values with Cornell’s
Introduction of the Skills for Success and your role in managing your performance
Trust and You – Building trust in relationships
Paying It Forward – What it means to you, others, and Cornell
Listening as a key tool for honoring others and building respect and civility

Day Four: “Who are We?”

- Constructive feedback skills towards the development of integrity and stewardship
- Resolving contentious conflict and handling emotions towards better teamwork and collegiality
- Cornell’s quest for excellence through continuous improvement and our understanding of how and when to apply metrics

Day Five: Application “What, So What, Now What?”

- Experiencing change and learning about responses to change
- Learning to proactively navigate change
- Understanding the power of generosity to oneself and those around us – a longitudinal self-discovery process where participants identify personal and professional goals
- Understanding accountability as a result of our decisions and performance efforts
- Courage . . . to use the skills learned in our real worlds
- Re-Cap what has been learned and understanding expectations
- Personal application – Development of an Individual Development Plan (IDP)
- Graduation Celebration