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](mailto:Deb.Billups@cornell.edu) at 254-1176 or [Jim Sheridan](mailto:Jim.Sheridan@cornell.edu) 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