



## Harold D. Craft Leadership Program

### Registration Fee:

- Cornell employees: \$355
- External participants: \$1,950

This course requires manager approval for registration.

[Register at CuLearn](#)

**Cancellation Policy:** *Organizational Development & Effectiveness incurs significant administrative costs related to your registration before a program. Therefore, should you cancel 4 weeks prior to the program start date, your department will be charged 100% of the registration fee.*

The Harold D. Craft Leadership Program (HDCLP) focuses on individuals as leaders, individual effectiveness, the power of dialogue and communication, personal mastery, & leadership within the Cornell culture.

## Program Goals

- Realize the importance of your role as a leader, developer, and coach of individuals.
- Maximize the potential of the individuals you lead, creating a culture where they can thrive personally and professionally.
- Experience an evidence-based, highly interactive curriculum involving an array of learning formats in a safe and trustworthy space.

## Objectives:

### LEAD SELF

- Expand awareness of your leadership style and behaviors and how they contribute to who you are as a leader.
- Take inventory and reflect on yourself as a leader, developer, and coach to understand your impact on others.

### LEAD CONNECTION

- Learn how to listen deeply, ask open, honest questions and build more trustworthy relationships and teams.
- Participate in meaningful interactions with others that honor differences.
- Deepen your understanding of how psychological safety, communication skills, and conflict management contribute to strong relationships.

## **LEAD BELONGING**

- Learn actions, behaviors, and skills to create and lead a culture of belonging and inclusivity where all individuals can thrive.
- Engage in peer-to-peer collaboration, network and community building, teamwork, and reflective practice.

## **What is the difference between HDCLP and Turning Point?**

While the structures of the programs (and the learning outcomes) are nearly identical, the difference between the programs is the people with whom you go through the program. HDCLP participants are people leaders, program or project managers who are responsible for the work of others; Turning Point participants are individual contributors. By making this distinction in our programs, we can match you up with your peers who have similar shared experiences. Those shared experiences and similarities in your work, help you to connect with the folks in your program, to learn new ways of managing *your* unique tasks, and to build relationships with people across campus.

When we have programs primarily filled with folks who manage people, and only a handful who do not supervise, the group has fewer shared experiences. The managers naturally have similar management problems to talk about and solve, while the non-managers would have other topics on which to work. It leads to a split in the group experience. Therefore, rather than having the group split, we make the split ahead of time as we create groups with similar job-related tasks, duties, and responsibilities.

This said, the outcomes for the participants of HDCLP and Turning Point are the same: a heightened awareness of your own leadership style, the ability to work well in a team, an increase in your effectiveness at work (and in your personal life), and tools that help you manage difficult situations.

## **Questions?**

For more information, contact [Tanya Grove](#) or [Deb Billups](#).

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