



Harold D. Craft Leadership Program

The five-day Harold D. Craft Leadership Program (HDCLP) is the first session of a nine-day leadership program. The second, four-day advanced session is [Building Teams & Leading Change \(BTLC\)](#).

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

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HDCLP focuses on individuals as leaders, individual effectiveness, the power of dialogue and communication, personal mastery, and leadership within the Cornell culture. By the end of the five-day course participants will:

- Define and experience the principles and guidelines for meeting leadership challenges in team settings.
- Discover their own and others' leadership styles and the implications of style to leadership.
- Understand and experience the power of constructive feedback and measurement as a leadership tool.
- Interactively discover the value of empowerment, collaboration, and partnership in an organizational setting and how leaders can build a culture of trust through dialogue and partnership within an organizational system.
- Experience the potential leaders and teams have in creating positive work environments.
- Develop a model of personal mastery and explore the alignment of personal and organizational values, authenticity, and vision.
- Understand individual change, design a change plan, and understand how well-designed change can positively affect one's leadership success.

Executive HDCLP is for Band H, I, and unbanded staff.

The Harold D. Craft Leadership Program is \$600. The advanced course, Building Teams & Leading Change, requires a fee of \$450 to cover the materials, meals, instruments, and room. The cost is typically covered by the participant's home department.

Prerequisites:

- Currently serving as a supervisor or manager or responsible for the work of others as a program or project manager.
- A commitment to attend 100 percent of all days of the workshop.

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 supervisors, 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 are able to 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 supervise people, and only a handful who do not supervise, the group has fewer shared experiences. The supervisors naturally have similar supervisory problems to talk about and solve, while the non-supervisors 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.

If you have further questions, contact [Deb Billups](#) at [\(607\) 254-1176](#).
