



Next Generation Leadership Academy

The Next Generation Leadership Academy (NGLA), sponsored by EduLead, is a partnership between University of Richmond, Virginia Commonwealth University and the school systems of Chesterfield County, Hanover County, Henrico County, and City of Richmond. This program is also made possible in part by contributions from local corporations.



EduLead offers a continuum of professional development opportunities, leadership training, and support to school divisions throughout the United States.

For more information about the NGLA and other programs offered in association with EduLead, please contact us.

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A training program for aspiring school leaders in instructional, transformational and organizational leadership through a combination of coursework and practical application.



Through NGLA, identified candidates complete the preparation to become leaders who are ready for the increased responsibility and accountability of leading public schools.



Preparing tomorrow's public school leaders.

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During NGLA, participants embark on a journey to examine leadership. With faculty from various disciplines, participants analyze theories and philosophies concerning what it means to study and practice the art of leadership and how to develop their own leadership style. Overall, the NGLA program guides participants through the study of the concepts of leadership and prepares them to apply these concepts to their own goals as a leader in the public schools of Virginia.

The NGLA provides training for aspiring school leaders in instructional, transformational and organizational leadership through a combination of coursework and practical application.

The program will enable participants to become effective, motivated, supportive school principals who can diagnose the needs of their schools, guide and develop teachers, and manage their schools with a focus on student achievement.

There are five components to this nontraditional educational-leadership program:

- six theoretical seminars taught by leadership scholars;
- six applied seminars taught by principals and other school administrators from the participating school division;
- mentoring sessions with colleagues (current principals in the school divisions);
- case-study sessions;
- and, a book discussion and presentation with a national scholar.

Next Generation Leadership Academy Schedule of Events 2009-10

During NGLA, participants embark on a journey to examine leadership through a series of seminars, mentoring sessions and case studies.



October

Welcome Luncheon, Program Orientation and Keynote

Thursday, October 8, 2009 • Noon–2 p.m.
Jepson Alumni Center Pavilion

Keynote: Make a Difference, LEAD

Dr. Jo Lynne DeMary
Director, Center for School Improvement, Virginia Commonwealth University

November

What Is Leadership?

Tuesday, November 3, 2009 • 9 a.m.–3 p.m.
Jepson Alumni Center Pavilion

Dr. Catherine S. Fisher
Director, Teacher Licensure Program
University of Richmond School of Continuing Studies

Dr. Waide Robinson
Director, MSI Richmond
School of Arts and Sciences,
University of Richmond

This class will examine the basics of leadership and what it means to be a leader. It will go over concepts that are fundamental to leadership and will describe mechanisms on how to lead change in an organization. There will be discussion of what it means to be a leader, a follower and the importance of context in leading. Participants will examine current thinking on transformational leadership, transactional leadership, situational leadership, servant leadership, and many other theories. There will also be examination of the values of leadership that are necessary in leading a public school.

Session Agenda

Sessions schedule from November–April will follow this agenda.

Lecture: 9 a.m.–noon

Lunch: Noon–1 p.m.

Leadership Applied Sessions: 1–3 p.m.

All sessions are held at Jepson Alumni Center Pavilion at University of Richmond.

December

Group Dynamics and Leadership

Tuesday, December 8, 2009 • 9 a.m.–3 p.m.
Jepson Alumni Center Pavilion

Dr. Donelson R. Forsyth
Professor, The Leo K. and Gaylee Thorsness Chair in Ethical Leadership, University of Richmond

Leadership can occur across great distances, as when a leader influences, and is influenced by, followers who are distributed across differing domains, but in many cases leadership is nested in an intact group that exists in a specific locale: teams, boards, advisory councils, and classrooms are all examples of groups that work toward shared goals under the direction of a leader. Because so much leadership takes place in groups, skilled leaders must understand the basic principles of group dynamics; the interpersonal processes that unfold in groups over time. This session will explore key aspects of interaction within groups, including development and cohesion (team-building), structure, communication and influence, power, performance, and decision-making. Session participants will be asked to refocus their attention on groups, rather than individuals in groups, and take note of aspects of groups that are sometimes overlooked by members, such as roles, patterns of influence, and norms. Participants will also, time allowing, be asked to contemplate their individual and group identities, identify ways to improve the functioning of the groups to which they belong, and examine closely the process by which groups make decisions and solve problems.

January

Ethics and Leadership

Tuesday, January 12, 2010 • 9 a.m.–3 p.m.
Jepson Alumni Center Pavilion

Dr. Douglas A. Hicks
Associate Professor of Leadership and Religion,
University of Richmond

This presentation explores the moral dimensions of leadership, particularly in the context of primary and secondary education. Special attention is paid to the

relationship of ethics to effectiveness; the special responsibilities placed upon leaders (e.g., administrators and teachers) because of the power of their position; the relevance of ethical theories (e.g., deontology, consequentialism, virtue ethics) for ethical practice; the relationship of compassion and reason in ethics; and the nature of the school as a moral community.

February

Leading Change for Organizational Alignment

Thursday, February 4, 2010 • 9 a.m.–3 p.m.
Jepson Alumni Center Pavilion

Dr. Robert Kelley
Adjunct Professor, University of Richmond School of Continuing Studies
President and Principal Consultant, Pure Culture Consulting

Leadership is the process of influencing followers to achieve organizational objectives through change. Organizations must constantly cope with unfamiliar events or situations in order to survive and stay competitive. Ultimately, the role of leadership is to facilitate change that results in better organizational performance. Dealing with constant change, or permanent white water, is not easy for most of us. This presentation will define the core elements of change and analyze why employees and cultures are so often resistant to it. The workshop will offer a prescription that the audience can use to lead the change in their lives and in their organizations more effectively.

March

Leading and Communicating

Tuesday, March 30, 2010 • 9 a.m.–3 p.m.
Jepson Alumni Center Pavilion

Ms. Jeanette (Nettie) Meluch
Associate Professor of Management Development
at Robins School of Business, University of Richmond

While there are hundreds of different definitions of leadership, there is one component virtually everyone agrees with that is fundamental to effective

leadership, and that is the ability to communicate. All the visions, aspirations, and challenges are futile unless leaders can effectively communicate their message in a powerful way. In this workshop, you will have the ability to assess your communication style and how it impacts your message. You will be able to identify the strengths and limitations of your style and adapt your style for greater effectiveness. Finding your leadership “voice” is critical if you are to be seen as an authentic leader, and as someone whom people feel compelled to follow.

April

Educational Leadership in Action

Thursday, April 29, 2010 • 9 a.m.–3 p.m.
Jepson Alumni Center Pavilion

Professional Leadership Panel

The final session prior to commencement will explore leadership as it is practiced daily by educational leaders in public schools. A professional panel of leaders representing all school divisions participating in NGLA will speak to a host of relevant leadership issues. These school leaders are in a unique position to offer insight on educational leadership and to work with students to construct bridges that span leadership theory and leadership practice. Panelists will each speak in depth on a leadership theme in their schools and lead an interactive dialogue with students. This session will help students further develop their personal leadership capacity and prepare to address important issues they will encounter as leaders in action.

June

Book Discussion and Commencement

Thursday, June 24, 2010 • 9 a.m.–1 p.m.
Jepson Alumni Center Pavilion