



## LEADING FROM WHERE YOU ARE

Leading from Where You Are (LFWYA) helps individual contributors develop the skills necessary to lead from within their current position. Using a blended learning methodology, LFWYA brings participants through four main focus areas with instructor-led programming, self-directed learning, independent article review, and group discussion. Participants emerge with an increased awareness of themselves professionally as well as how they can make an impact on their team within their current role.

### **Focus Area 1: Self-Reflection and Discovery**

This 2-part series is all about you. You'll take time to do some critical self-reflection, identify your professional strengths, and increase your self-awareness as you build upon your understanding of the characteristics of an effective leader.

### **Focus Area 2: Communicating to Enhance Relationships**

Focus Area 2 looks at communicating with the goal of building and strengthening relationships with your teammates, your manager and other colleagues around campus. Learn how knowledge of personality type can help inform how you work with others and can make your working relationships stronger.

### **Focus Area 3: Your Role on a Team**

This session is all about teams: how they function, what happens when they don't, and how to amend what's not working. Identify your own role on a team and see how this can inform your current position.

### **Focus Area 4: How to Lead from Where You Are**

This last focus area brings everything together. You'll learn what it means to lead from a non-leadership role, aka "from where you are," and will tie in your personal strengths to the concepts you have been learning since the start.

**Target Audience & Participant Requirements:** This program is targeted for individual contributors, Grade 6 or above, who want to contribute more to their teams and projects and develop their leadership skills. Staff who manage others as direct reports are not eligible. Participants must have completed at least one formal performance review cycle and obtained an overall rating of effective or exceptional and must have manager approval to be considered for the program. Participants must also commit to attend all LFWYA sessions and fully engage in all activities, group work and outside assignments. See the list of [2021 Program Dates](#).