Leadership programs

The Grace E. Harris Leadership Institute develops and implements programs based on the principles of collaboration and partnership. Other unique features of the Institute include its strong theoretical grounding in the concept of transformational leadership, its commitment to long-term relationships with clients and participants and its focus on leadership in academic and community settings. The Institute also conducts research and disseminates knowledge on the best practices in leadership. Leadership programs through the Institute focus on four key principles of exemplary leadership.

**Model for Exemplary Leadership**

- Creating a learning environment
- Strengthening commitment to results
- Building collaborative partnerships
- Envisioning a brighter future

For more information

Virginia Commonwealth University
The Grace E. Harris Leadership Institute
916 West Franklin Street
P.O. Box 842534
Richmond, Virginia 23284-2534
Phone: (804) 827-1169
Fax: (804) 827-1238
Email: gehli@vcu.edu
www.vcu.edu/gehli

A VCU University Relations publication

an equal opportunity/affirmative action university   120425-09
The Grace E. Harris Leadership Institute was established in May 1999 by the Board of Visitors at Virginia Commonwealth University in honor of Grace E. Harris, Ph.D., upon her retirement from the position of provost and vice president for academic affairs. Harris has served the university for more than 40 years in the roles of faculty member, dean, vice provost, provost and vice president for academic affairs, and acting president, becoming the highest-ranking woman and highest-ranking African-American in VCU’s history. Today, she remains a distinguished professor at VCU.

Harris holds a Bachelor of Science degree in sociology from Hampton Institute (now Hampton University), a master’s degree in social work from Richmond Professional Institute of the College of William and Mary (now VCU) and a Master of Arts degree and doctorate in sociology from the University of Virginia. Consistent with her lifelong service to the broader community, Harris continues to serve on a number of boards and task forces at the local, state and national levels.

The hallmark of Harris’ leadership over her years of service is her collaborative and inclusive style. Known for her commitment to excellence and ability to effect positive change in systems, Harris is a mentor and role model to many.

MISSION
The Grace E. Harris Leadership Institute promotes the development of current and emerging leaders in academic institutions, other public, private and nonprofit organizations, and communities. Consistent with the mission of VCU, the Institute is committed to identifying and nurturing the next generation of leaders through leadership training and public policy research.

SERVICES OFFERED
TRAINING SOLUTIONS
The Grace E. Harris Leadership Institute provides training and education solutions to build the capacity of individuals, teams and organizations. The Institute uses existing models and custom-designed programs and services to create a product specifically shaped to meet the needs of clients. We offer various assessments that individuals and organizations can use to create productive teams and improve their work-life environment. Consultation, planning and facilitation services are available for organizations interested in short- and long-term training.

Services include:
- Leadership assessments such as MBTI, The Leadership Circle, Strength Finders and Change Style Indicator
- Leader development
- Organization development
- Team building
- Conflict resolution
- Change management

RESEARCH SOLUTIONS
The Grace E. Harris Leadership Institute undertakes original scholarship as well as customized research for sponsoring clients, including governmental agencies, educational organizations and nonprofits.

Services include:
- Program evaluation and policy analysis
- Quantitative and qualitative data analysis
- Survey design
- Field-based data collection, such as focus groups
- Needs assessment
- Research consultation and support
Leadership Programs

The Grace E. Harris Leadership Institute develops and implements programs based on the principles of collaboration and partnership. Other unique features of the Institute include its strong theoretical grounding in the concept of transformational leadership, its commitment to long-term relationships with clients and participants and its focus on leadership in academic and community settings. The Institute also conducts research and disseminates knowledge on the best practices in leadership. Leadership programs through the Institute focus on four key principles of exemplary leadership.

Model for Exemplary Leadership

- Creating a learning environment
- Building collaborative partnerships
- Strengthening commitment to results
- Envisioning a brighter future

For more information:
Virginia Commonwealth University
The Grace E. Harris Leadership Institute
916 West Franklin Street
P.O. Box 842534
Richmond, Virginia 23284-2534
Phone: (804) 827-1169
Fax: (804) 827-1238
Email: gehli@vcu.edu
www.vcu.edu/gehli

A VCU University Relations publication
2012-02-12

Virginia Commonwealth University
VCU LEADERSHIP DEVELOPMENT PROGRAM

The VCU Leadership Development Program is a 10-month program designed to enhance the knowledge, skills and experience of current and emerging leaders at VCU who represent the academic and administrative units of the university and the VCU Health System. During this program, participants learn about VCU’s structure and leadership, address both local and national issues in higher education, examine their own leadership strengths and challenges, meet with a mentor from senior administration/faculty and immerse themselves in team projects for the benefit of the university.

PROGRAM OBJECTIVES

» Deepen participants’ knowledge of VCU, its structure, mission and vision

» Build a sense of community among participants to strengthen their network of colleagues at VCU

» Increase participants’ knowledge about higher education issues from state and national perspectives

» Develop participants’ skills in leading others engaged in the delivery of quality services and programs

» Enhance leaders’ self-knowledge to clarify their plans for ongoing leadership development

» Strengthen participants’ commitment to sustaining an organizational climate at the university that is focused on quality, responsiveness and inclusion
DEPARTMENT CHAIRS CERTIFICATION PROGRAM

The Department Chairs Certification Program fulfills the vision of VCU’s president by developing the leadership capacities of unit leaders at the university. By using a curriculum designed with input from the provost, deans and other senior administrators, this program provides both current and newly appointed department chairs with sessions focused on the following tiers of information: visioning and strategic planning; excellence in day-to-day operations; and responding to “red flag” or crisis issues.

PROGRAM OBJECTIVES

» Clarify the role of the department chair at VCU
» Effectively promote the department while contributing to the university’s strategic plan
» Build a network of contacts within the university for ongoing problem-solving, support and information sharing
» Provide tips and techniques to function effectively in the department chair position
» Gain practical skills in the day-to-day management of departmental affairs
» Increase knowledge of state and VCU personnel and fiscal policies
» Provide information on legal- and compliance-related responsibilities of the department chair
» Enhance personal leadership and professional development
HIGHER GROUND WOMEN’S LEADERSHIP DEVELOPMENT PROGRAM

The HIGHER Ground Women’s Leadership Development Program is a five-month leadership development experience for current and emerging women leaders who are committed to investing in themselves and their organizations. The program is designed to benefit women at all career levels in public, private, nonprofit and entrepreneurial positions. Training opportunities promote personal and professional growth through leadership development, education, coaching and networking. By engaging in intellectual and experiential workshops, participants learn key principles aimed at enhancing their leadership styles to help them successfully leverage opportunities for advancement.

PROGRAM OBJECTIVES

» Develop the skills and methods women employ for engaging in and understanding leadership through practice-in-action and reflective inquiry

» Broaden the capacity of women to model and emulate leadership behaviors and practices designed to strengthen collaboration and transformation

» Strengthen the performance capacities of women as agents of change to help them confidently achieve meaningful, action-oriented results
The Minority Political Leadership Institute is a collaborative initiative of the Virginia Legislative Black Caucus Foundation and The Grace E. Harris Leadership Institute at Virginia Commonwealth University. MPLI is an intensive seven-month experience designed to promote leadership development for individuals interested in issues important to minority communities including: community economics, political climate, civic engagement and racial equity. MPLI offers insights regarding leadership legacy and culture, personal leadership, policy and legislative processes, responsible stewardship, public service, and integrity for future leaders. Each program year, participants engage and interact with communities across Virginia and learn about unique strengths and issues facing different regions of the Commonwealth.

**PROGRAM OBJECTIVES**

- Identify cutting-edge solutions to challenges affecting minority communities across the Commonwealth
- Expand knowledge regarding the nature of public policy, legislative structures and political entities in Virginia
- Assess and enhance current leadership skills in relationship to community needs, coalition building, conflict resolution, transformational leadership, cross-cultural competencies and creating a vision for progress
- Use skills in consensus building, conflict management, critical thinking and ethics to become a more effective leader in political systems
- Understand the significance and impact of traditional and new media in political life
- Gain valuable insights in personal leadership style
- Experience politics in action to garner networks, contacts and resources for effective information sharing, collaboration and decision-making
The Grace E. Harris Leadership Institute was established in May 1999 by the Board of Visitors at Virginia Commonwealth University in honor of Grace E. Harris, Ph.D., upon her retirement from the position of provost and vice president for academic affairs. Harris has served the university for more than 40 years in the roles of faculty member, dean, vice provost, provost and vice president for academic affairs, and acting president, becoming the highest-ranking woman and highest-ranking African-American in VCU’s history. Today, she remains a distinguished professor at VCU.

Harris holds a Bachelor of Science degree in sociology from Hampton Institute (now Hampton University), a master’s degree in social work from Richmond Professional Institute of the College of William and Mary (now VCU) and a Master of Arts degree and doctorate in sociology from the University of Virginia. Consistent with her lifelong service to the broader community, Harris continues to serve on a number of boards and task forces at the local, state and national levels.

The hallmark of Harris’ leadership over her years of service is her collaborative and inclusive style. Known for her commitment to excellence and ability to effect positive change in systems, Harris is a mentor and role model to many.

The Grace E. Harris Leadership Institute promotes growth and opportunities for people of different backgrounds and with a variety of ways of thinking. We do this through a team approach, while keeping the vision and mission of the Institute at the forefront of our work.

— Grace E. Harris, Ph.D.

MISSION

The Grace E. Harris Leadership Institute promotes the development of current and emerging leaders in academic institutions, other public, private and nonprofit organizations, and communities. Consistent with the mission of VCU, the Institute is committed to identifying and nurturing the next generation of leaders through leadership training and public policy research.

SERVICES OFFERED

TRAINING SOLUTIONS

The Grace E. Harris Leadership Institute provides training and education solutions to build the capacity of individuals, teams and organizations. The Institute uses existing models and custom-designed programs and services to create a product specifically shaped to meet the needs of clients. We offer various assessments that individuals and organizations can use to create productive teams and improve their work-life environment. Consultation, planning and facilitation services are available for organizations interested in short- and long-term training.

Services include:

» Leadership assessments such as MBTI, The Leadership Circle, Strength Finders and Change Style Indicator
» Leader development
» Organization development
» Team building
» Conflict resolution
» Change management

RESEARCH SOLUTIONS

The Grace E. Harris Leadership Institute undertakes original scholarship as well as customized research for sponsoring clients, including governmental agencies, educational organizations and nonprofits.

Services include:

» Program evaluation and policy analysis
» Quantitative and qualitative data analysis
» Survey design
» Field-based data collection, such as focus groups
» Needs assessment
» Research consultation and support
The Grace E. Harris Leadership Institute was established in May 1999 by the Board of Visitors at Virginia Commonwealth University in honor of Grace E. Harris, Ph.D., upon her retirement from the position of provost and vice president for academic affairs. Harris has served the university for more than 40 years in the roles of faculty member, dean, vice provost, provost and vice president for academic affairs, and acting president, becoming the highest-ranking woman and highest-ranking African-American in VCU’s history. Today, she remains a distinguished professor at VCU.

Harris holds a Bachelor of Science degree in sociology from Hampton Institute (now Hampton University), a master’s degree in social work from Richmond Professional Institute of the College of William and Mary (now VCU) and a Master of Arts degree and doctorate in sociology from the University of Virginia. Consistent with her lifelong service to the broader community, Harris continues to serve on a number of boards and task forces at the local, state and national levels.

The hallmark of Harris’ leadership over her years of service is her collaborative and inclusive style. Known for her commitment to excellence and ability to effect positive change in systems, Harris is a mentor and role model to many.

Mission

The Grace E. Harris Leadership Institute is committed to promoting growth and opportunities for people of different backgrounds and with a variety of ways of thinking. We do this through a team approach, while keeping the vision and mission of the Institute at the forefront of our work.

— Grace E. Harris, Ph.D.

Services Offered

Training Solutions

The Grace E. Harris Leadership Institute provides training and education solutions to build the capacity of individuals, teams and organizations. The Institute uses existing models and custom-designed programs and services to create a product specifically shaped to meet the needs of clients. We offer various assessments that individuals and organizations can use to create productive teams and improve their work-life environment. Consultation, planning and facilitation services are available for organizations interested in short- and long-term training.

Services include:

» Leadership assessments such as MBTI, The Leadership Circle, Strength Finders and Change Style Indicator
» Leader development
» Organization development
» Team building
» Conflict resolution
» Change management

Research Solutions

The Grace E. Harris Leadership Institute undertakes original scholarship as well as customized research for sponsoring clients, including governmental agencies, educational organizations and nonprofits.

Services include:

» Program evaluation and policy analysis
» Quantitative and qualitative data analysis
» Survey design
» Field-based data collection, such as focus groups
» Needs assessment
» Research consultation and support
Leadership programs

The Grace E. Harris Leadership Institute develops and implements programs based on the principles of collaboration and partnership. Other unique features of the Institute include its strong theoretical grounding in the concept of transformational leadership, its commitment to long-term relationships with clients and participants, and its focus on leadership in academic and community settings. The Institute also conducts research and disseminates knowledge on the best practices in leadership. Leadership programs through the Institute focus on four key principles of exemplary leadership.

Model for Exemplary Leadership

- Creating a learning environment
- Building collaborative partnerships
- Strengthening commitment to results
- Envisioning a brighter future

For more information:
Virginia Commonwealth University
The Grace E. Harris Leadership Institute
916 West Franklin Street
P.O. Box 842534
Richmond, Virginia 23284-2534
Phone: (804) 827-1169
Fax: (804) 827-1238
Email: gehli@vcu.edu
www.vcu.edu/gehli

A VCU University Relations publication
an equal opportunity/affirmative action university 120425-09