McCombs
Knowledge To Go

September 29, 2015
Center for Leadership Excellence

Laura Guenther  
Founding Director  
McCombs School of Business
We Believe

Leadership is earned

The future of business will always be uncertain

Extraordinary leaders win
Leaders are uniquely defined by how they manage the 5 Primary Challenges.

5 Key Competencies define leadership at McCombs.

Where Leadership is Earned.
5x5 Leadership Framework

Primary Challenges
- Be Self-Aware
- Inspire Purpose
- Align Work and People
- Engage Performance
- Adapt to Change

Key Competencies
- Business & Functional Knowledge
- Interpersonal & Organization Agility
- Communication & Influence
- Accountability & Integrity
- Global Mindset & Inclusion

Where Leadership is Earned
Center for Leadership Excellence (CLE)

External Relationships

- Leadership Labs (Rowling Hall)
- Next Gen Director School
- Dell Medical School
- Outreach and Funding

Learning

- Assessment
- CLE Integration
- Next Gen Leadership

Research

Challenges

Competencies
# Objectives and Key Results

<table>
<thead>
<tr>
<th><strong>Objective</strong></th>
<th><strong>Key Result</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Research</strong></td>
<td></td>
</tr>
<tr>
<td>Deepen McCombs capacity for research on leadership development</td>
<td>Build an architecture for student data management, storage and retrieval across multiple sources</td>
</tr>
<tr>
<td></td>
<td>Create a framework for capturing student development through self-report, peer and internship surveys</td>
</tr>
<tr>
<td></td>
<td>Support research of our faculty by adding survey items in student surveys that connect to their research</td>
</tr>
<tr>
<td><strong>Learning</strong></td>
<td></td>
</tr>
<tr>
<td>Improve leadership development via multiple assessment/development experiences</td>
<td>Consult with MBA Programs Office to integrate/improve leadership focus at MBA Orientation</td>
</tr>
<tr>
<td></td>
<td>Increase the number of assessments and workshops provided to MBA/BHP/LP students around leadership</td>
</tr>
<tr>
<td></td>
<td>Increase the curricular course offerings focused primarily on leadership (e.g., BHP capstone, NOLS, Interpersonal dynamics)</td>
</tr>
<tr>
<td></td>
<td>Redesign the peer 360 assessment and consult with MBA+ to improve the workshop</td>
</tr>
<tr>
<td><strong>External Partnerships</strong></td>
<td></td>
</tr>
<tr>
<td>Establish partnerships to accelerate the impact of our students and research on society</td>
<td>Partner with a forum of 10-15 organizations advance leadership assessment and development research and practices</td>
</tr>
<tr>
<td></td>
<td>Identify and leverage opportunities to speak about the Center for Leadership Excellence</td>
</tr>
<tr>
<td></td>
<td>Generate the funds necessary to conduct research, generate learning opportunities and support leadership development</td>
</tr>
</tbody>
</table>
Quick Wins

**CLE Integration**

- Big Five Personality re-designed session deliver to incoming FT, PT MBA’s, BHP’s and McCombs staff
- FT MBA Executive Challenge exercises and debrief discussions
- BBA Leadership Capstone re-design
- MBA Coaches briefed on CLE Framework
- FT MBA Inclusive Leadership Session re-design
- FT MBA Bushfire | Team Starting re-designed session to include Team Contract
# Leadership Experiences for full time MBA students

## Curricular Options

<table>
<thead>
<tr>
<th>Program</th>
<th>Title</th>
<th>Competencies</th>
<th>Offered</th>
<th>Length</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Core &amp; Flex Core</strong></td>
<td>Man 283.16 Leading People and Organizations</td>
<td></td>
<td>Spring</td>
<td>3 credit hours</td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Man 283 Creating and Managing Human Capital</td>
<td></td>
<td>Spring</td>
<td>3 credit hours</td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>BA 181 Strategic Career Planning</td>
<td></td>
<td>Fall</td>
<td>1 credit hour</td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Core Classes</td>
<td></td>
<td>Fall &amp; Spring</td>
<td>Varies</td>
<td>Included in Program</td>
</tr>
<tr>
<td><strong>Electives</strong></td>
<td>Man 385 Leading Innovation and Change</td>
<td></td>
<td>Spring</td>
<td>3 credit hours</td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Man 385 Leadership Development</td>
<td></td>
<td>Fall</td>
<td>3 credit hours</td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Man 385.22 Power and Politics</td>
<td></td>
<td>Fall</td>
<td>3 credit hours</td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Man 385.2 The Art of Leadership</td>
<td></td>
<td>Fall</td>
<td>3 credit hours</td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Elective Classes</td>
<td></td>
<td>Fall &amp; Spring</td>
<td>Varies</td>
<td>Included in Program</td>
</tr>
<tr>
<td><strong>Assessments</strong></td>
<td>Big Five Personality Assessment</td>
<td></td>
<td>Management Classes</td>
<td></td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Leadership Beliefs</td>
<td></td>
<td>Management Classes</td>
<td></td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Work Preferences</td>
<td></td>
<td>Management Classes</td>
<td></td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Managing Difficult Relationships</td>
<td></td>
<td>Management Classes</td>
<td></td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Conflict Management</td>
<td></td>
<td>Management Classes</td>
<td></td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Peer 360</td>
<td></td>
<td>Management Classes</td>
<td></td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Emotional Intelligence</td>
<td></td>
<td>Management Classes</td>
<td></td>
<td>Included in Program</td>
</tr>
<tr>
<td></td>
<td>Career Leader</td>
<td></td>
<td>Career Management</td>
<td></td>
<td>Included in Program</td>
</tr>
</tbody>
</table>

## McCombs Leadership Competencies

- Business/Functional
- Accountability/Integrity
- Interpersonal/Org Agility
- Global Mindset/Inclusion
- Communication/Influence
Next Gen Leadership

- Most corporate organizations are not optimizing for the strengths of all talent
- By not tapping into all talent available, they do not realize the possible returns
- Understanding challenges, developing skills to address these difficulties can help organizations be better positioned for sustainable performance
- McCombs can and will differentiate in this area

<table>
<thead>
<tr>
<th>2015/16</th>
<th>2016/17</th>
<th>2017/18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness</td>
<td>Quick Wins</td>
<td>Build Success</td>
</tr>
<tr>
<td>✓ Outreach opportunities</td>
<td>✓ MBA Admissions events</td>
<td>• Continue to build upon success</td>
</tr>
<tr>
<td>✓ Alumni webinar</td>
<td>✓ Inclusive Leadership Workshops (MBA+)</td>
<td>• Next Gen Director Program and BOD research</td>
</tr>
<tr>
<td>✓ Case Competition</td>
<td>✓ BBA Org Student Leaders Workshop</td>
<td>• tbd</td>
</tr>
</tbody>
</table>
CLE Outreach and In-reach

Texas Diversity Council, Women in Leadership Symposium
- May 1, 2015
- Cracking the Confidence Code—What Women Need to Know

HEB Women in Leadership Conference
- August 5, 2015
- Cracking the Confidence Code—What Women Need to Know

Austin Tech Council – ATX HR
- October 20, 2015
- Leading Millennials, Gen Y, Echo Boomers, Generation Now, Peter Pan Generation

Powdered Metal Association Management Summit
- November 13, 2015
- Leading Millennials, Gen Y, Echo Boomers, Generation Now, Peter Pan Generation

Offshore Technology Conference - Women in Industry Sharing Experiences (WISE) and Young Professionals Next Wave Program
- May 2016
- TBD

Graduate Women in Business (National, Houston, Dallas and Austin)
- TBD

McCombs Alumni Network
- Knowledge to Go Webinar
  - September 29, 2015
  - CLE – Building Next Gen Leaders

Texas MBA Women’s Forum
- Austin
  - November 20, 2015
  - April 22, 2016
- Houston
  - February 26, 2016
- Dallas/Ft Worth
  - March 4, 2016
- Topics TBD
CLE’s Future Home - Rowling Hall

- First floor, left wing
- Offices for staff
- 5 Leadership Labs
  - High-end audio visual to enable virtual meetings
  - Recording equipment to capture moments during meetings
  - Allows for play-back and coaching
Five Ways to Get Involved!

1. **Communicate** the start of CLE with 3 people
2. **Invite** a member of the CLE team to speak
3. **Attend** or sponsor a CLE event
4. **Join** by sharing ideas for how we can differentiate
5. **Become** a Founding Member of the CLE Council

*Do your little bit of good where you are; it’s those little bits of good put together that overwhelm the world.*
~Desmond Tutu
Please Give Back to McCombs!

This webinar has been brought to you by the McCombs MBA & BBA Alumni Advisory Boards, coordinated by alumni for the benefit of the Alumni Network.

Please get involved with the Alumni Network!
All alumni benefit when we work together to build the quality and value of the Alumni Network and the McCombs brand.

Time: Get involved in your local club
Talent: Mentor another alumni or speak at a future webinar
Treasure: Make a donation to McCombs

www.mccombs.utexas.edu/alumni
Suggested fund: MBA or BBA Alumni Excellence Funds
Please use response code KTG

Send me your feedback -- alumni@mccombs.utexas.edu