

2024 KINBER MOR Leaders Program

A Focus on Strategic Transformation

Program Objectives

- To enhance the professional and personal development of senior staff who will play increasingly important management and leadership roles.
- To explore opportunities for each individual to make sustainable improvements in their effectiveness.
- To gain a heightened perspective on strategic issues facing institutions.
- To evolve each individual's capabilities to build a diverse workforce and create an inclusive work environment.
- To strengthen relationships and foster collaboration within and across participating organizations and communities.

Program Design

The program provides a variety of learning opportunities encompassed in four tracks: an individual development track, an applied learning track, a leadership community track and a workshop track.

This engagement will start with the individual track and span over an extended timeframe. Some workshops will meet in-person and others will meet virtually.

[The Individual Development Track]

Each participant will create and pursue an individual development plan. The process includes 360° feedback, a self-assessment, and establishment of personal goals. Individuals will work with a MOR executive coach and receive a number of one-to-one coaching sessions. This component supports participants in doing the individual “work on self” that is a critical dimension of the program. To best meet each individual where they are and give them a running start into the development experience, the front end of this program has a heavy focus on the individual development track. Initial steps include:

- Nomination Process for Applicants
- Registration and 360° survey
- MOR coach 360° debrief with the participant with guidance on creating a development plan with goals and applied practices
- Participants begin working on their development plans, joining affinity groups with a similar focus to exchange insights, and start working with learning teams on presentations.
- Coaches continue to meet with each participant and with learning teams/affinity groups.

[The Applied Learning Track]

Because this engagement is spaced over several months and integrates real-life challenges, client cases, and application assignments, participants have the opportunity to immediately put into practice what they learn and have the opportunity to expand on their learning when they convene in learning teams/affinity groups and in the later workshops.

[The Leadership Community Track]

The program puts considerable emphasis on building a leadership community. Workshops are interactive; learning teams/affinity groups are charged with work between sessions; participants work with accountability partners. The bonds formed during the program become currency for getting things done across the organization. Participants learn from each other, rely on each other, and sustain their relationships well beyond the program.

[The Workshop Track]

Intensive workshop sessions, focused on providing conceptual frameworks, building selected competencies, and introducing tools needed to fulfill the leadership and management roles particular to successful organizations.

The workshops are spaced across several months, each with application assignments to be completed between the sessions. Leaders from sponsoring organizations will be presenting to the cohort as well.



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2024 KINBER MOR Leaders Program • Themes, Topics, and Schedule

Program Themes and Sample Topics

The Evolving Leader

Distinguishing Between Leading, Managing and Doing
No Amount of Tactics Will Make Up for What You Lack in Strategy
Strategic Thinking in a Successful Organization

Leading Change

The Leader's Role in Bringing About the Needed Evolution
What Neuroscience Can Teach Us About Making Sustainable Changes

Leadership Involves Exercising Influence

What is Your Influence Style?
Developing Your Influence Strategies

Focusing on Your Interpersonal Skills

Enhancing Your Emotional Intelligence
Building Relationships
The Leader As Communicator

The Leaders Role in Creating a More Inclusive Environment

Understanding How Mental Models Influence What We See
Group Process and Dynamics, Facilitating Inclusion, Addressing Equity

Leaders Deliver Results

Delivering Results You Can Measure
Coaching for Results

Leadership and Ethics

Why Do Good Leaders Make Unethical Decisions?

Talent Development and Disruptive Innovation

Talent Management
How to Have Difficult Conversations
Continuing Your Leadership Journey

About MOR

Since our inception in 1983, MOR has supported, advised, coached and inspired leaders as they develop strategies designed to enhance their individual and organization's success. In addition to customized leadership development programs, MOR offers strategic consulting and survey services, working in partnership with clients to bring about sustainable improvements.

Calendar for the 2024 KINBER MOR Leaders Program

- Nomination process will wrap up in August, so that roster is available by September 6, 2023.
- Registration and 360° surveys begin September 7, 2023.
- Executive coaching and 360° debrief prior to workshop One so that each participant may establish an individual development plan.

Orientation: September 11, 2023 (virtual)

Sept 11 from 1:30 - 3 pm ET

Workshop One: October 25 - 26, 2023 (In person, location TBD)

Oct 25 from 8:30 am to 5 pm; Oct 26 from 8:30 am to 3 pm.

Workshop Two: December 5 - 6, 2023 (virtual)

Dec 5 - 6 from 9 to 3 pm ET

Workshop Three: January 10 - 11, 2024 (In person, location TBD)

Jan 10 from 8:30 am to 5 pm; Jan 11 from 8:30 am to 3 pm.

Workshop Four: February 27 - 28, 2024 (virtual)

Feb 27 - 28 from 9 to 3 pm ET

Workshop Five: April 16 - 17, 2024 (In person, Lancaster w/ KINBERCON 2024)

April 16 from 8:30 am to 5 pm; April 17 from 8:30 am to 2 pm.

To learn more:

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Quote from MOR Leaders program alumni:

"I had the privilege to serve as both the executive sponsor as well as a participant in our first MOR cohort in 2021. I learned new tools to apply to my position which have positively impacted my leadership, including the importance of regularly moving to the balcony to see the larger picture of our work."

Jen Leasure, President, The Quilt

[CLIENTS] Indiana University | Swarthmore | University of Wisconsin | Lincoln Lab | Colby College | MIT | Rutgers | Chapman University | Yale University | UC Riverside | Stanford University | Middlebury College | Carnegie Mellon University | Princeton University | UC Berkeley | Penn State University | Notre Dame | Bryn Mawr | University of Michigan | Harvard University | UC Davis | The Quilt | Vassar College