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High Potential Employee Leadership Academy

The **High Potential Employee Leadership Academy** is a 9-month experience that involves a series of monthly development sessions that address key leadership topics and specific focus groups. The members of the program will be selected utilizing a decentralized nomination process for a total of 21 members. Applicants must have at least one (1) year of experience and be nominated by supervision through proper chain of command. Please click [here](#) to view the Leadership Academy overview.

Leadership Academy Mission

To identify, select, and develop high performing employees in order to strengthen the fabric of the community by enhancing the leadership ability of our emerging leaders.

Goals

- Strengthen the fabric of the university, community and surrounding area with an increased commitment to the professional development of faculty and staff employees
- Develop a core of future leaders possessing relationships which extend beyond respective departments and organizations
- Create the momentum of leadership development along with a reinvestment of experience, knowledge, and with a spirit of giving back to the community

Testimony:

"The perspectives on change and creating distance from situations have aided me in time management and empowering others to work toward our goals. Communicating organizational goals and allowing others to use their creativity and energy to move us forward has freed me to focus on larger issues and creating a shared sense of purpose."

- Associate Dean

"Leadership is a critical, yet sometimes elusive concept. The SHSU Leadership Academy exposes you to the theory and practice of leadership, placing you in real-world situations that are outside of your comfort zone, but helping to stretch your mind's view of what it means to be a leader. David Yebra takes the time to tailor the academy to you. In return, you learn about your community and yourself. This is a valuable program that creates friendships, contacts, and unforgettable experiences."

- Director, SHSU

I have enjoyed having time to reflect on my leadership abilities and to learn new ways of thinking about my role as a leader. I am also very grateful that the cohort included individuals from other institutions in Huntsville. The "cross-pollination" was extremely helpful to putting things into perspective and to understanding leadership in both academic and non-academic settings.

- Associate Dean

"Participating in the Employee Leadership Academy has been an incredible experience that has brought me closer to fellow Bearcats and to the Huntsville community. It's not often that I am able to interact with professionals from TDCJ or Huntsville ISD, so the networking opportunities and the chance to learn more about those organizations has been invaluable. Through a series of challenges, the Leadership Academy class has motivated me to build more meaningful relationships and to use my leadership abilities to inspire others. By putting us in situations outside of our comfort zones, the class has taught me different approaches to resolve conflict, make difficult decisions, and drive organizational culture shifts."

- Assistant Director, SHSU

