

# National Institutes of Health

NIH Senior Leadership Program

*FY 2013*



2013 marks the 13th year of the Senior Leadership Program (SLP). More than 700 senior NIH employees have participated in this incredible learning experience. The program has been highly praised by both senior scientists and administrators for its relevant content, experiential learning activities and exceptional faculty. The program focuses on leadership competencies that are essential to the achievement of NIH's scientific goals. Twenty-eight managers will have an opportunity to participate in each of the upcoming programs and work with a select group of peers and scholar-practitioners.

## LEADERSHIP FOR SCIENTIFIC ACHIEVEMENT

*Over the last 10 years I've participated in a number of leadership programs, but none came close in quality and value as this one. The program brought in the nation's most outstanding teachers and coaches, people with extraordinary enthusiasm and expertise in the unique challenges and opportunities for NIH Senior Leaders. The units on personality traits, feedback, negotiation, group dynamics, situational leadership, and results-based accountability gave me new high-level skills and insights that I put to practical use within days. We received a great deal of individual attention, with plenty of opportunities to address our own personal queries and concerns to outstanding faculty who are well-versed in the NIH culture.*

*Dr. Michael S Lauer  
Director, Division of Cardiovascular Sciences  
National Heart, Lung, and Blood Institute*

*An engaging, rewarding experience! The NIH Senior Leadership Program provided me with powerful insights and practical tools for leading and managing extramural scientific programs at NIH.*

*Dr. James P. Kiley,  
Director, Division of Lung Diseases  
National Heart, Lung, and Blood Institute*

# The Program

## Purpose

The NIH Senior Leadership Program provides senior NIH scientific and administrative leaders with the opportunity, working with a select group of peers and scholar-practitioners, to:

- assess individual leadership skills and attributes with data and multiple feedback opportunities, including one-on-one sessions with executive coaches
- design and implement a personal leadership development plan
- enhance capacity to lead for scientific results at NIH, including the ability to use data efficiently to drive organizational decision making
- assess and address the organizational capacities of one's IC
- develop a systematic approach to negotiation and cross-organizational ventures at NIH
- think analytically about challenges and strategies for leading organizational change at NIH
- enhance capacity to analyze and operate effectively in the political systems that impact NIH

Leadership competencies addressed in the Senior Leadership Program correspond with the following SES Executive Core Qualifications: Leading Change, Leading People, Results Driven, and Building Coalitions/Communications.

The program also complements the NIH Leadership and Management competency model as well as the NIH Executive Proficiencies model.

## Format

The NIH Senior Leadership Program combines case studies, interactive discussions, experiential learning, assessment data, development planning and a three-day residential retreat. The curriculum includes sessions led by renowned scholar-practitioners and leaders, as well as one-on-one feedback sessions conducted by feedback experts. A lead instructor/facilitator provides continuity throughout the program.



## Registration

### Who

- Scientific Directors
- Executive Officers
- Extramural Program Managers
- Division Directors
- Senior administrative staff
- Executive Committee Members
- SES/SBRS Staff
- Senior Title 42 or 38 staff
- GS 14-15 or equivalent staff

### How

**Course Title: NIH Senior Leadership Program**  
**Nomination Deadline: October 12, 2012**

Registration will be available in the LMS after selections are made. All nominations are vetted through the IC Executive Office. If you meet the qualifications and are interested in participating, please notify your EO.

### Cost

\$6,840

## Contact Information

For further information, please contact:

Hannah Pollak, Program Manager  
NIH Training Center  
Phone: 301-451-7302  
Email: hannah.pollak@nih.gov

The NIH Senior Leadership Program was created by the NIH Office of Human Resources in partnership with the University of Maryland.

# Program Schedule

## Orientation Session

9:00 AM -12 Noon  
NIH Campus

### FEATURES

- Introductions and program overview
- Survey of NIH leadership challenges
- Distribution of assessment tools

## Days 1-3

Residential Retreat

### FEATURES

- Learning emotional intelligence
- Assessment data
- Videotaping and activities
- One-on-one feedback with executive coaches
- Draft leadership development plan

## Days 4-5

8:30 AM - 4:30 PM  
University Of Maryland  
Inn and Conference Center  
3501 University Boulevard E.  
Adelphi, MD 20783

### FEATURES

- Leading for results
- Performance accountability
- Data-based decision making
- Assessing the organizational capacities of the Institute/Center

## Days 6-7

8:30 AM - 4:30 PM  
University Of Maryland  
Inn and Conference Center  
3501 University Boulevard E.  
Adelphi, MD 20783

### FEATURES

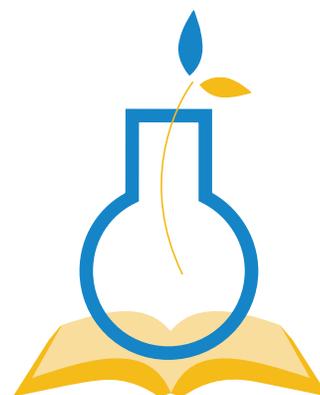
- Leading change at NIH
- Assessing negotiation styles
- Negotiation and skilled collaboration

## Days 8-9

8:30 AM - 4:30 PM  
University Of Maryland  
Inn and Conference Center  
3501 University Boulevard E.  
Adelphi, MD 20783

### FEATURES

- The necessary art of persuasion
- Leveraging the Spotlight on Leadership
- Leadership in a political environment
- Leading change at the Institute/Center
- Finalize leadership development plan



# Coaches/Speakers

## **Edmond Bazerghi, Ph.D.**

Edmond Bazerghi, Ph.D., is an executive trainer and coach from Austin, Texas. He is also a psychologist in private practice, and is licensed in the State Of Texas as a Health Service Provider. Dr. Bazerghi specializes in assessment-based executive coaching and developmental planning.

## **Philip Lee**

Philip Lee is the Principal of the Results Leadership Group and formerly was a Senior Fellow at the School of Public Policy at the University of Maryland College Park. Mr. Lee designs and teaches executive programs for government agencies, non-profits and other organizations in leadership, organizational development, negotiation, and results-based accountability.

## **Mary Parish**

Mary Parish is President of MVP Associates, a management training and consulting firm, in business since 1978. She has experience and credentials in human communications. She has worked with a wide array of private and public sector organizations.

## **Regina Romero, Ph.D.**

Regina Romero, Ph.D., is a clinical psychologist in an independent executive coaching and leadership development practice. Her focus is on helping individuals, teams and organizations maximize their effectiveness by identifying their strengths, challenges, and goals, and clarifying a path to optimize their capacity to grow and have impact.

## **Geno Schnell, Ph.D.**

Geno Schnell, Ph.D., is an independent consultant focused on the areas of leadership development and organizational change. Clients have engaged Geno as coach, facilitator, trainer, advisor and designer to help them develop robust solutions for complex problems.

# Speakers

## Jay Conger, Ph.D.

Jay Conger, Ph.D., is Professor of Organizational Behavior at the London Business School and the Henry R. Kravis Research Chair in Leadership Studies at Claremont McKenna College in Southern California. Formerly the Executive Director of the Leadership Institute at the University of Southern California, Jay Conger is one of the world's experts on leadership.

## Brian Emerson

Brian Emerson is the Principal of Riverstone Endeavors LLC, which he founded in 2001. Focus areas include culture and strategy alignment, change initiatives, leadership development, team effectiveness, facilitation, and coaching. He is also a Professor at the University of Maryland, College Park where he designs and teaches classes in the Executive Masters Program for the School of Public Policy. Brian has an M.A. in Organizational Communication and is certified in organizational development and as an executive coach.

## Karen Finn

Karen Finn has extensive experience in using results accountability in the areas of children, youth and family policy. She was Chief of Programs and Policy for the Maryland Governor's Office for Children from 2005 - 2008. In addition, Ms. Finn has extensive experience consulting with national, state and local public agencies on areas such as results based strategic planning, organizational change, and team building.

# Coaches

## Jane Shore Feldman

Jane Shore Feldman is the founder and principal of Rosewood, LLC, an executive coaching and consulting company dedicated to the development of leadership excellence. Jane has also designed innovative strategies for building manager's coaching skills and crafted new approaches to enhancing recruitment and retention of employees.

## Patrick Flanagan, Ph.D.

Patrick Flanagan, Ph.D., has been an executive coach and organizational consultant in the Washington, D.C. area for over twenty years. The central focus of his business is to assist individuals and groups to function more effectively in the work place.

## Dede Osborn

Dede Osborn is a leadership specialist working in organizations struggling with change and multi-cultural complexity. She has served as adjunct senior faculty and executive coach for the Center for Creative Leadership (CCL) for the last 25 years.