

# LeadershipPVAMU®

Prairie View A&M University Leadership  
Development Program



PRAIRIE VIEW  
A&M UNIVERSITY

# Leadership Icebreaker



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# Leadership Development Program



## Agenda

- Program Overview
- Vision and Mission
- Key Program Components
- Program Success Stories
- Program Evolution
- Questions



# Overview



Leading  
for Success



Embracing  
Excellence



Advancing  
Careers

***Developing Strong Leaders***

***Making Positive Transformational Changes ♦ Positioning the University  
for Continued Success***



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# Leadership Vision & Mission

## Vision

To provide participants the knowledge and tools to gain an understanding of more advanced concepts in leadership, with an emphasis on:

- Creating a career development plan
- Empowering future leaders
- Learning to navigate the University

## Mission

To build an inclusive institutional leadership pipeline and to develop the next wave of university leaders.



# Key Program Components

**Target Audience and Eligibility  
Criteria**

***Selection Process***

**Timeline/Frequency**

**The Curriculum**

**Cohort Projects**



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# Target Audience and Eligibility Criteria

- Current Employee (for a minimum of 3 Years)
- Grade Level 7 Exempt or Above
- Obtain Commitment and Approval of Supervisor and VP/Dean
- Have Experience in a Managerial or Leadership Role
- Have Received At Least a 4 on the Most Recent Annual Review



# Selection Process

- Each VP and Dean is Allotted 2 Nominees
  - No “Re-Gifting” Allowed
- Executive Selection Committee
  - Reviews and Vets Nominees based on:
    - Scope of Past & Present Leadership Roles
    - Letters of Interest & Support
    - Organizational Representation
    - Extent that LeadershipPVAMU® can assist in Nominee’s Career Aspirations





# Timeline/Frequency

- 1 Year Duration for Each Cohort
  - August thru July
- Cohort Meets At least Once Per Month
  - Meets 2 Consecutive days at the onset and prior to the spring semester
  - Normally no “Official” Meetings in June
    - Participants work on their project presentation



# Curriculum

- Leadership Vignettes
  - Mix of Standard Leadership Practices and How to Lead at PVAMU
- Strategy and Organizational Design
  - Translating Strategy Into Action
- Leadership Coaching
  - Coaching Talent: Motivating People for High Performance
  - Leading Collaborative Teams
- Core Principles:
  - Marketing, Operations, Finance, and Accounting
- Design and Systems Thinking
  - Holistic Approach to Analysis: How do things Interrelate



# Cohort Projects

- Address a University Need
- Project Proposals are Submitted by the Campus Community
  - Proposals are vetted by the LeadershipPVAMU® Management team
- Capstone Project Recommendation Presented to Executive Management
- Recent Cohort Projects
  - Customer Care
  - Athletic Merchandise Marketing
  - Panther Food Pantry



# Program Success Stories



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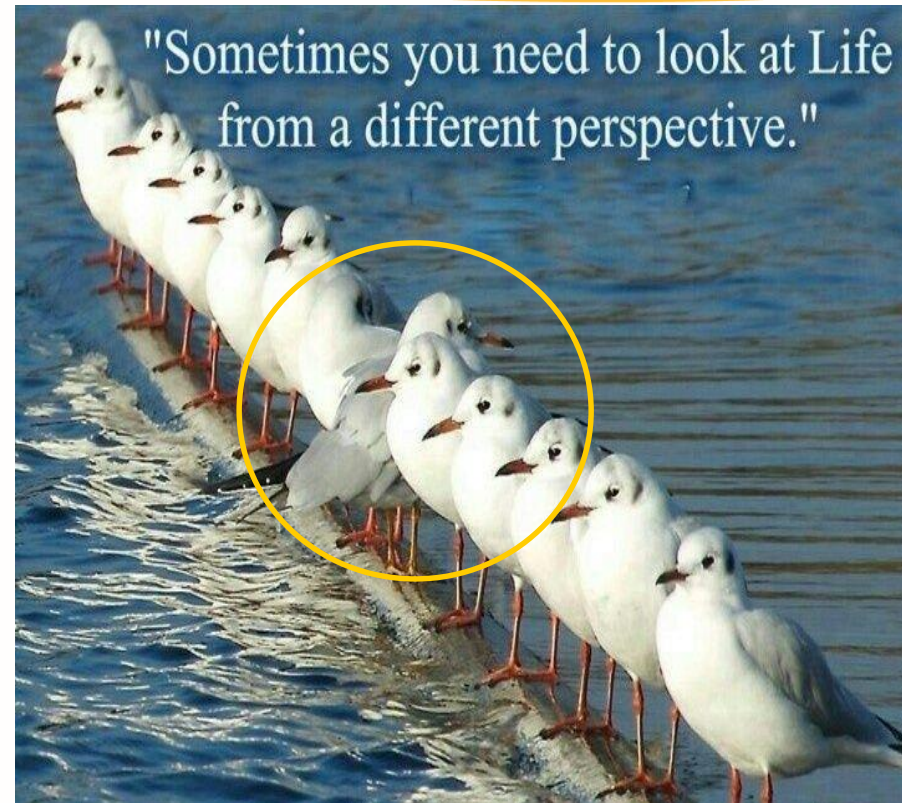
# Perspectives

*The program provided me a constructive understanding of the interworking of the academic and business phases of the induction into the Chancellor's Academy of Teacher university. Thus has contributed to my Educators.*

*~Dr. Lane*

*I was inspired to enroll in PHD program in Educational Leadership and accepted.*

*~Ms. Jackson*



*The program was a paradigm shift of leaders being developed and not born.*

*~Mr. Abassi*



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# Program Evolution

- Greater Houston Partnership
  - Women's Business Alliance (WBA)
- Create an Executive Mentoring program.
  - Collaborate with Student Leadership Program
- Embracing Change Module



# Questions?



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