

Stanford Technical Leaders Program (STLP 2025)

A MOR Lead From Where You Are Program



"Leading from where I am means that I have a desire to impact my organization well beyond the job and authority (and pay) anyone has given me. That means I've had to learn how to lead through influence rather than through formal authority, which is a good thing. ...Helping colleagues connect with other people in the organization. Building networks that can knock down organizational boundaries."

Gordy Pace,
University of Montana

About the Program

MOR Associates believes that the potential for leadership lives within everyone. Fundamental to this belief is the idea that leadership can arrive through personal choice and individual action rather than organizational authority. This program is designed to unlock this leadership potential in individuals regardless of their title or position.

Program Objectives

This MOR Lead From Where You Are program for Stanford has been designed upon the following objectives

- Develop mindset, skillsets, and toolsets necessary to become more effective leaders in your teams and across the broader organization.
- Build effective, inclusive, and adaptive teams that can readily meet any challenge in a volatile environment.
- Relate more effectively to others in order to reduce conflict, foster teamwork, and create openness and trust.
- Adapt readily to changing conditions by understanding the forces and trends that provoke never-ending waves of organizational evolution.
- Deploy "soft-power" skillsets.
- Create new relationships so that communities form around challenges, goals, and mutual support.

Program Design

STLP provides a variety of learning opportunities encompassed in four tracks: individual development, workshops, applied learning, and leadership community. This engagement will start with the individual track and span over an extended time frame. Workshops will meet in person or virtually. Coaching will be virtual.

[The Individual Development Track]

Each participant will create and pursue an individual development plan. The process includes 360° feedback, a readiness-assessment, and establishing 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. The Individual Development Track continues throughout the program.

[The Workshop Track]

Five intensive workshops, focused on providing conceptual frameworks, building selected competencies, and introducing tools needed to fulfill the leadership and management roles particular to Stanford. The sessions are spaced across several months, each with application assignments to be completed between the sessions.

[The Applied Learning Track]

This track provides participants with opportunities to meaningfully practice the concepts and lessons presented during workshops, including but not limited to real-life challenges, client cases, and application assignments. Further, participants may meet in strategic teams to delve into a topic relevant to their institution or department. The aim is to apply and share observations and feedback regarding group process, group dynamics, and teamwork.

[The Leadership Community Track]

Working with accountability partners and in groups allows participants opportunities to expand their network and develop a leadership community. Participants are encouraged to move outside their comfort zone, to take initiative, and to be vulnerable. Participants develop strong relationships and a high level of trust. 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.



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STLP 2025 • A MOR Lead From Where You Are Program

Workshop I • The Mindset-Skillset-Toolset Needed to Lead From Where You Are

- Mindset-Skillset-Toolset
- Leading from Where You Are
- Developing Your Presence and Presentation Skills
- Curiosity is a Mindset
- Building Relationships
- Creating Your Development Plan

Workshop II • Working Collaboratively to Optimize Team Performance

- Confidence and Courage - Cornerstones of a Growth Mindset
- Communicating is a Core Competency
- Group Process and Group Dynamics
- Inclusivity and Safety
- Value-Add of Being a Team Player
- Mental Models
- Team Cohesion and Effectiveness

Workshop III • Emotional Intelligence and Playing to Your Strengths

- Emotional Intelligence
- Courageous Conversations
- Learning to Exercise Influence
- Building Confidence and Resilience
- CliftonStrengths® Top 5
- Presentations - Simple, Sticky, Storytelling

Leading From Where You Are means you are taking initiative and exercising leadership and influence in order to meet organizational goals, regardless of your role or position in the workplace

Workshop IV • Thinking Strategically and Developing Your Skill Set

- Thinking Strategically
- Desired Future State (DFS)
- Assessing the Current State
- Affinity for Change
- Politics and Cultural Savvy

Workbook V • The Skills for Leading in an Evolving Environment; Capstone

- Your Value Proposition
- The Evolving Work Environment
- Motivation
- Balancing the Immediate with the Important
- Building Out Your Network
- Connecting the Dots
- Reflections
- Revisiting Confidence and Resilience
- Capstone Celebration Your Personal Plan Going Forward

STLP 2025 Program Dates

Cohort formed and registration begins: Aug 2024

MOR Orientation Sep 3 or 4, 2024 • **Attend STLP 2024 Capstone** Sep 5, 2024

Workshop I • Oct 1 - 2, 2024 • in-person

Workshop II • Nov 12 - 14, 2024 • virtual*

Workshop III • Feb 4 - 5, 2025 • in-person

Workshop IV • Mar 11 - 13, 2025 • virtual*

Workshop V • May 28 - 29, 2025 • in-person

* virtual with UW Madison cohort

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