



TO: Executives Invited to Participate in the Leadership Impact Project – Dominican University of California’s Leadership Learning Laboratory

FROM: Denise Lucy, Executive Director, Dominican’s Institute for Leadership Studies

Each spring, Dominican University of California invites executives of organizations to participate in a project called the Dominican Leadership Learning Laboratory (DLLL). It is a leadership developmental project matching organizational leaders interested in improving their leadership behaviors with leadership experts and their interns who administer a 360 degree assessment tool entitled, *Leadership Impact*. The tool is designed to help you understand the impact of your management style on the behavior of others and the means by which you provide leadership. *Leadership Impact* enables you to compare your ideal impact and self-reported leadership styles with composite feedback from individuals you select.

The *Leadership Impact* project is part of the **Dominican Leadership Learning Lab (DLLL)**, serving leaders of small to medium-sized businesses, non-profit, health care and government organizations. Our goal is to foster long-term relationships between Dominican University of California and Bay Area organizations through the assessment of a participant organizations’ culture and leadership effectiveness, and the provision of consulting and mentoring services. The project is designed for leaders interested in improving their leadership behaviors and their organization’s cultures toward constructive change.

In the DLLL, Dominican faculty supervise Executive MBA students, all of whom who are mid-career professionals, and serve as consultants to community leaders in a 360 degree analysis of their leadership behaviors. The CEO completes a survey entitled, “*Leadership Impact*.” The CEO also asks up to eight colleagues to complete the survey. The survey results are compared. The faculty/student team provides the leader with confidential, face-to-face analysis of their survey results. The project also provides Executive MBA students with the opportunity to experience the role of being a consultant and to learn to constructive feedback to a client.

We ask that the participating executive leader be available to meet with the Dominican team assigned to them in early May. The team will come to the executive’s office and deliver the surveys and explain the process. The surveys must be completed by mid-June.

Finally, the executives will join our MBA class session in the morning from 8:30 to 11:30 a.m. on the 1st Saturday in August where the MBA student consultants will confidentially explain the survey’s results compiled in a 75- page report customized to each executive. The morning begins with a breakfast with the executives and the faculty to get oriented to the Leadership Impact tool. After breakfast, the executives meet privately with their MBA consultant team for one hour where the MBA student consultant team will provide an overview of the LI results. This session gives the graduate students an opportunity to practice consulting and coaching behaviors. This session is 1-hour in a private room from the rest of the class members (who are also conducting the same kind of report to their assigned executives). Following the private sessions, all groups convene in one classroom for a debriefing session where the executives give constructive feedback on the students’ consulting performances. .

The Leadership Impact tool is manufactured and analyzed by Human Synergistics. The only fee to the participating leaders is \$250 to cover the cost of the LI tool and its analysis by Human Synergistics. This includes a 75-page report, an executive summary coaching session with the MBA team and one coaching session with a professional coach. If the leader wants additional coaching by professionals, those sessions are \$180 per for a one hour session.

If you are interested in participating, contact Dr. Denise Lucy, Executive Director, Dominican’s Institute for Leadership Studies at 415-485-3291 or DLucy@dominican.edu.



What is the Institute for Leadership Studies?

Dominican University of California's Institute for Leadership Studies is a leadership development center and an incubator for leadership learning ideas and actions. It is a consortium of faculty, staff, students and community leaders committed to providing leadership development opportunities that facilitate positive individual, organizational and social change, engaged citizenship and socially responsible leadership.

It serves as one of the University's portals to and from the Marin and greater Bay Area to expand leadership practice options that seek to facilitate constructive change in our community, and its organizations. Its mission: Help people become better leaders by advancing the study, teaching and practice of effective, ethical leadership in our world.

Through research, education, training, consulting and community projects, it serves business, government, non-profit organizations and the Dominican community.

What is the Dominican Leadership Learning Laboratory?

The Dominican University of California's Dominican Leadership Learning Laboratory (DLLL) is a collaborative project of the Department of Graduate Business Studies and Dominican's Institute for Leadership Studies. It provides our executive MBA in Strategic Leadership (MBA-SL) students with a living laboratory for the study of leadership development, plus serves as a community consulting service to organizations throughout the Bay Area. There are two components:

- Assessment and coaching of leaders' behaviors
- Assessment and intervention of organizations' culture

Our goal is to foster long-term relationships between Dominican and Bay Area organizations through the assessment of a participant organizations' culture and leadership effectiveness, and the provision of consulting and mentoring services.