

# Center for Leadership & Organizational Change

Overview & Highlights 2022

**We support the University and its people in doing their best work by partnering to solve problems and develop possibilities.**

**We serve all academic and administrative units on campus.**

## supporting organizational change

- change management assistance
- strategic planning
- culture change implementation
- leadership coaching
- assessment

### **selected accomplishments**

Return to full campus operations consulting for three divisions, 2021

Making Hybrid Work Work ELMS course development, 2021

Campus awareness and readiness for ELEVATE Project, 2019-2020

UMD Thriving Workplace Initiative, 2016-2020

Community vision sessions for UMD Strategic Plan Update, 2015

Startup assistance for UMD Brain & Behavior Institute, 2014

University of Maryland Extension Strategic Plan development, 2013-2014

## developing people

- support for leaders and supervisors
- learning programs
- coaching

### **selected accomplishments**

Thousands of faculty and staff have developed skills through CLOC programs such as Lead Successfully Through Challenging Times, One Month to Successfully Managing Employees Wherever They Are, Learn & Grow, Start with Strengths, Strengths in Action, Fierce Conversations, and Thrive Thursday.

More than 325 faculty and staff from all levels of the university have strengthened their leadership and interpersonal skills by engaging in Sharpen My Saw, a 10-month cohort-based learning experience.

## providing custom solutions

- develop teams
- resolve conflicts
- facilitate effective meetings/retreats

### **selected accomplishments**

CLOC's unique conflict management approach, paired coaching, has helped dozens of faculty and staff effectively resolve interpersonal disagreements.

Since its founding in 1999, CLOC has delivered countless meetings and retreats that energized groups and produced tangible outcomes.

# comments from colleagues

I was very impressed with today's session. Having you two facilitate it (on ridiculously short notice) was far better than what we could have done on our own. I am really excited about the ideas I heard from folks in the division today. I must admit my fear was that we would hear great ideas that we could not act on, but instead **the process you facilitated produced practical ideas we can get moving on quickly.**

- vice president

I'm always amazed by CLOC's accomplishments and **what a positive impact the Center has had at the University of Maryland.** Then, I spend 30-60 minutes chatting with you or one of your colleagues and I think, "Well, of course. It's obvious why CLOC has been so successful. It's the people!" You and your colleagues are amazing and I always learn so much when I talk with you.

- coaching client

CLOC coaching helped me to recognize the importance of value-driven and evidence-based leadership. My coach created space for me to be **reflective and intentional about leadership** during COVID.

- department chair

I appreciated the excellent facilitation. It was a very organized structure that provided an **efficient way to get to the core values of the department.**

- retreat participant

**Impeccable facilitation** and a very informative and enjoyable session! I wish that CLOC workshops were mandatory for the whole campus!

- Thrive Thursday participant

Our vision:

An institution  
that succeeds  
because its  
people  
flourish

Each month, **I learn something that I can put into practice right away.** Everyone should make this program a priority for their professional and self-development.

-graduate of Sharpen My Saw