



## **Frequently Asked Questions**

### **Who can apply for Walk the Walk?**

All UMD staff and faculty who want a unique kind of leadership learning experience. Group size is eight to 10 participants, so we encourage you to apply early!

Knowing your CliftonStrengths Top 5 is a prerequisite for the program. If you haven't taken the assessment, enroll in CLOC's next public [Start with Strengths session](#) on February 24. If you can't arrange your schedule to attend, let us know.

### **What kind of shape do I have to be in?**

Participants need to be able to walk on uneven ground with some gradual inclines for approximately 5 miles, with rest breaks. Please check with your medical doctor(s) if you have questions about this type of physical activity or anticipate any concerns.

### **Where are we walking? How far?**

We'll be hiking in a section of Patapsco Valley State Park. The exact trail(s) will be shared in advance with participants. We expect to be walking/hiking most of the day, with multiple rest stops for activities, reflection, and snacks/breaks. We anticipate the hike will be approximately 5 miles.

### **What does the experience consist of?**

"Walk the Walk: A Leadership Experience" is a constellation of activities designed to enhance leadership confidence through an outdoor experience. The program consists of:

- [First Step](#), a two-hour pre-trip workshop, introducing key concepts related to connected leadership and outdoor experiential learning, as well as providing preparation for the hiking excursion (mid-April)
- [Walk the Walk](#), a day-long hiking excursion in Patapsco Valley State Park on May 22,
- [An optional individual coaching session](#) with a CLOC coach to help you apply what you've learned and take action on your insights

- Two post-trip check-ins with CLOC for further reflection on the learning experience and for support on personal action plans made as a result of the Walk the Walk experience

### **What will I learn?**

This program is designed to **enhance leadership confidence** by reinforcing research-based leadership principles through an outdoor-centered experience.

As part of the program, you will learn about **frameworks and leadership practices** that support making connections with the natural world and explore how these connections can be a resource for developing stronger, grounded, and authentic leadership.

You will have the opportunity to examine how your CliftonStrengths talents apply to your personal and professional goals.

By engaging with nature, you'll gain new insights into leadership. During our one-day hiking excursion, experiential activities will invite reflection on team dynamics, leadership approaches, and the connection between our minds, bodies, and emotions in effective leadership.

Continued learning and development will be encouraged by the **creation of a personal action plan**, and through check-ins by the facilitators one month and three months later.

After completing this program, participants will be able to:

- identify their leadership strengths within the context of a team;
- identify how knowledge and skills gained through this experience can be applied in current and future leadership settings;
- articulate the benefits of embodied and connected leadership; and
- explore the relationships among/between nature, leadership, and practices of self-care and wholeness.

### **Who are the facilitators?**

- [Monette Bailey](#) and [Martha Baer](#), who are leadership facilitators with extensive experience in both leadership development and the outdoors.

### **What does the \$245 cover?**

Fees include:

- a pre-trip workshop, the one-day Walk the Walk: A Leadership Experience hiking excursion, two post-trip check-ins, and one (optional) coaching session
- session materials
- transportation to the park in a UMD Fleet Services vehicle, likely a 12-passenger van, driven by the facilitators

### **How do I apply?**

Complete the [Application for 2026 Walk the Walk: A Leadership Experience](#) **no later than Wednesday, March 11, 2026**. We look forward to having you be a part of this Leadership Experience.

**For additional questions or more information:** check out the [Walk the Walk website](#)  
or contact CLOC (Center for Leadership & Organizational Change)  
at 301-405-0724, [cloc@umd.edu](mailto:cloc@umd.edu)