"I'm so busy doing my job, I don't have time to get better at my job."

Hone your skills at SHARPEN MY SAW

"SMS has helped me better understand, identify, and leverage the strengths of my team members."
—Rob Hermstein, Assistant Director, FM-E&E

"This program is something every employee wishing to push themselves to the next level should take."
—Marchon Jackson, Director, Sponsored Programs Accounting and Compliance

"You leave this program with a clear sense of having 'sharpened' the tools you rely on every day."
—Rochelle Newman, Chair, Hearing and Speech Sciences

Flip the page to learn more
How it works:
Six to eight people meet each month for 10 months in sessions facilitated by a consultant from the Center for Leadership & Organizational Change (CLOC) to:

• Solve problems
• Identify possibilities
• Develop skills
• Build community

Each monthly meeting features:
• Knowledge/capacity building
• Case conferencing and problem solving
• Support, challenge, and Radical Candor™
• Celebration of success

Groups are formed based on functional title/role at the University to focus discussion on issues relevant to particular levels of leadership.

- 1 group for Executive Leaders (Vice Presidents, Deans)
- 1 group for Associate/Assistant Vice Presidents and Assoc./Asst. Deans
- 2 groups for Directors
- 2 groups for Department Chairs
- 2 groups for supervisors of Graduate Assistants
- 2 groups for Associate Directors
- 2 groups for Assistant Directors
- 2 groups for Coordinators/Managers
- 2 groups for thriving individuals (those who do not supervise)

Participants also receive a monthly coaching session with the consultant.

Schedule of Topics:

- **Leveraging Strengths in the Workplace**
  (September & October)

- **Leading with the Brain in Mind**
  (November & December)

- **Giving & Receiving Feedback**
  (January & February)

- **Harnessing the Power of Inclusion**
  (March & April)

- **Managing Up**
  (May & June)

"This isn't just another leadership training program. SMS provides insights and best practices that are relevant specifically to the UMD culture. Valuable relationships are forged between participants with similar job responsibilities and add to the richness of the content provided by CLOC's exceptional staff."

—Deborah Mateik, Director, DIT Learning Technology Design

Requirements for participation:

- Able to attend all monthly meetings and complete all learning assignments (meeting dates/times established mutually among group members)
- Supervisor approval to engage in this group (and coaching sessions) using release time

Participation Fee:

Participants must secure funding from their supervisor/dean in the amount of $500. This equates to $50/month for group sessions and individual coaching. Scholarships available. Contact thrivingworkplace@umd.edu to discuss.

Space is limited - Apply today!

Apply at: ter.ps/twisms2018 | Application deadline: June 8, 2018