



LEADERSHIP DEVELOPMENT ROADMAP FOR ADMINISTRATIVE LEADERS

Growing and Supporting Mayo Clinic Leadership Capabilities

	ASPIRING LEADER	FRONTLINE LEADER		MID-LEVEL LEADER	SENIOR LEADER
Orientation/ Onboarding	Mayo Clinic / Department Orientation	New Leader Orientation / Onboarding		Virtual Intro to Mayo Administration New Leader Assimilation	New Leader Assimilation
Core Learning *Online	Aspiring Leader Employee Learning & Development Programs	Within 1st Year	After 1st Year	Leadership Legacy I: <i>Authentic Leadership</i> Leadership Legacy II: <i>Inspiring Hearts & Minds</i> Leadership Legacy III: <i>Executive Presence</i> Leadership Challenge Power of Coaching	Leader as Coach Leadership Challenge Accelerate! Mayo Leader 360: Administration
		Leadership Foundations Performance Management Mutual Respect / Harrassment Prevention Family and Medical Leave Act (FMLA) *HR Fundamentals *Finance *Communication	Power of Coaching Employee Engagement Emotional Intelligence *Leading Teams *Diversity & Inclusion *Decision Making *Managing Conflict *Engaging Others *Change Management		
Additional Learning Resources	<ul style="list-style-type: none"> • Leadership Coaching • Mentoring • Communities of Learning • Assessments 	<ul style="list-style-type: none"> • Leadership Development Videos • Leadership Lecture Series • Mayo Employee Resource Group (MERG) • Webinars 	<ul style="list-style-type: none"> • Massive Open Online Courses (MOOC) • Leadership Social Network (Yammer) • YouTube Videos / TED Talks 		

Leadership Development Journey: *Initiate – Assess – Update Individual Learning Plan*