

# Professional Leadership and Coaching Engagement (PLACE)

*A Facilitated Leadership Experience for Collaborative Problem-Solving*

## Overview

Higher education leaders are increasingly asked to manage people, lead change, and navigate complex organizational environments, often without formal training in leadership practice. Many have built their careers as subject-matter experts within a discipline and are later placed into leadership roles where expectations expand well beyond technical expertise. Despite the many ways to stay connected, leaders often feel isolated, burned out, and like they are navigating challenges on their own.

PLACE (Professional Leadership and Coaching Engagement), is a six-month, facilitated leadership experience that brings together a small group of leaders to explore leadership concepts, apply them to daily college or university life, and collaboratively address pressing work challenges. Through structured dialogue, peer learning, and executive coaching, participants strengthen their leadership capability, confidence, and community.

## Who Typically Participates

PLACE is designed for:

- Enrollment, Admissions, Registrar, and Academic Operations leaders
- Presidents, Provosts, Chancellors, Chief Academic Officers
- Deans, Department Chairs, Program Directors, Faculty Directors
- Faculty Senate Chairs, Committee Chairs, Task Force Chairs
- Anyone leading large campus initiatives or new in their leadership role

Cohorts are carefully designed to bring together 6-8 peer leaders at similar levels of responsibility who will both support and challenge one another as they move through this experience together. Participants will bring real-life challenges to the group discussions and explore how leadership concepts can enhance their professional effectiveness.

## How Do You Know If This Experience Is Right for You?

This experience is well-suited for leaders and organizations who recognize that:

- Leadership responsibilities have expanded faster than leadership development opportunities
- Leaders benefit from a space to discuss challenges openly and confidentially
- Peer perspectives can unlock new approaches to persistent problems
- Leadership growth requires time, reflection, and skilled facilitation
- Collaboration and shared problem-solving strengthen leadership effectiveness



# What Does PLACE Look Like?

## Cohort Design

- Leadership responsibilities have expanded faster than leadership development opportunities
- Leaders benefit from a space to discuss challenges openly and confidentially
- Peer perspectives can unlock new approaches to persistent problems
- Leadership growth requires time, reflection, and skilled facilitation
- Collaboration and shared problem-solving strengthen leadership effectiveness

The cohort size is intentionally small to foster trust, meaningful dialogue, and active participation.

## Monthly Facilitated Sessions

Each session includes:

- Exploration of a leadership concept relevant to higher education
- Discussion of how the concept shows up in daily leadership practice
- Facilitated dialogue around current challenges participants are facing
- Collaborative problem-solving and shared insight across departments and institutions

Rather than lectures or prescriptive instruction, learning is driven by discussion, reflection, and real-time application.

## Leadership Concepts & Application

Leadership topics are grounded in established leadership frameworks and adapted for higher education contexts.

Common themes include:

- Providing vision and focus
- Managing priorities and productivity
- Building trust and influence
- Communicating with clarity and impact
- Navigating leadership presence and context

Participants focus on how these concepts apply to real situations they are currently managing.



## Individual Executive Coaching

Each participant also receives:

- One individual executive coaching session per month
- Personalized support for unique leadership challenges
- Space for reflection, goal-setting, and growth

This combination ensures that learning is both collective and individualized.

## The Role of the Facilitator

PLACE is facilitated by a professional and credentialed executive coach with extensive experience in both higher education and leadership development.

The facilitator's role is to:

- Ask powerful, thought-provoking questions
- Create a psychologically safe learning environment
- Help participants connect leadership concepts to practical action

This practitioner-led approach supports credibility, relevance, and trust.

## Intended Outcomes

By the end of the six-month experience, participants will have:

- Greater confidence in how they approach leadership responsibilities
- Practical leadership concepts applicable across roles and challenges
- Experience collaboratively solving real leadership issues
- A supportive peer network spanning multiple institutions
- Increased clarity around their leadership approach and identity

Participants frequently report feeling more capable, less isolated, and better equipped to navigate complexity.

## In Summary

PLACE provides leaders with dedicated time, skilled facilitation, and a trusted peer community to strengthen leadership capability through collaborative problem-solving.

By combining group dialogue with individual executive coaching, PLACE supports leadership growth that is practical, reflective, and enduring.

