

Program Endorsement Criteria

Programs delivered by or promoted from the UT System Leadership Institute (UTS-LI) must meet the following criteria:

- **Aligns program content** with institutional mission, values, strategic initiatives, and key drivers (internal and external metrics of the institution's performance)
- Facilitates **highly interactive** sessions with provocative questions (may include: lectorettes; interactive, deep dialogue; dyad, triad, and small group activities and discussions; progressive cases/scenarios; role plays) to engage students/participants with the content – no straight lectures
- **Conveys relevance** to individual's current or future career path
- Incorporates **adult learning theories**
- **Links** or ties modules together so that **information** flows **throughout the program**
- Provides **relevant reading resources** (pre-/post-sessions)
- Is **knowledge**-based (what leaders need to know)
- **Is behaviorally** focused (who leaders need to be/how effective leaders behave)
- Maintains an **average effectiveness** rating of **91 percent** on evaluations targeted toward **Kirkpatrick's Four Level Evaluation Model** (Level One: Reaction; Level Two: Learning; and Level Three: Behavior)

Highly effective programs also include the following components:

- Mix of external and internal facilitation (with due diligence in selecting internal facilitators who consistently "walk the talk")
- Focus on Leading Self, Leading Others, and Leading within the Institution (L3 approach)
- Behavioral/environmental assessments (DiSC, MBTI, Birkman, etc.)
- 360-degree (multi-rater) assessments
- Coaching (peer, small group, one-on-one facilitator with student/participant)
- Content-based implementation plans for each session that anchors learning back in the work environment
- Personal action plans for students to integrate learning into future actions
- Action learning projects
- Engagement of program alumni with future cohorts as mentors and coaches