

# Thank You

*We would like to extend a special thank you to the following for their support of this initiative:*

*President Dennis Hefner*

*Vice President Virginia Horvath*

*Vice President Tracy Bennett*

*Vice President David Herman*

*Vice President David Tiffany*

SUNY Fredonia  
Human Resource Management  
515 Maytum Hall  
Fredonia, NY 14063

## Leadership Academy 2009-2010



Fall Program

**Day 1– September 21, 2009**

(Sylvia Hall & Eric Skowronski)

*\*All sessions will be held at the College Lodge from 8:30 am to 4:00 pm*

- Introductions
- LA Goals/Expectations
- DiSC Inventory (assessment, review of results and workplace impact)
- The role of trust as a leader.
- Review of leadership tenets-Collin's ideas

**Day 2– October 15, 2009**

(Pat Heraty)

- Leadership Practices Inventory
- The Leadership Challenge
- Framework for Performance Excellence
- Lessons learned

**Day 3– November 13, 2009**

(Sylvia Hall)

- Understanding and managing people in SUNY (review/discuss pertinent sections of the Agreements, coaching, counseling, discipline and how to use these tools as a leader in SUNY).
- Creating a department vision/mission and why it's important and how to do it.
- Cascading goals and objectives (department and personal) from your vision/mission.
- Maximizing staff performance, crating effective Performance Programs, building buy-in, providing feedback correctly, conducting performance evaluations and holding staff accountable.



**Ms. Sylvia Hall** has served in leadership positions at three campuses within the SUNY system throughout the past 35 years, most recently as the Assistant Vice President for Human Resources at Binghamton University. She is a highly sought after trainer, drawing upon her real-life experiences as an accomplished HR practitioner, supervisor and leader. Ms. Hall leverages her extensive background in higher education to create authentic, practical and effective programs. She holds Bachelors and Masters degrees from SUNY Cortland and has delivered seminars nationally and internationally over the span of several decades.



**Mr. Eric Skowronski** Director of Lifelong Learning and Special Programs at SUNY Fredonia, possesses over 20 years' experience in higher education having served as a business instructor, trainer, continuing education and curriculum development director, and associate dean. He is certified as a trainer/facilitator in *AchieveGlobal* and *DDI (Development Dimensions International)* learning systems. In addition, he administers the *DiSC Dimensions of Behavior* assessment and has professional training experience in management, leadership, and customer service. Eric earned his MBA from Syracuse University and his BA from Buffalo State College.



**Mr. Patrick Heraty** is currently a professor of business at Hilbert College and teaches courses in Strategic Planning, Leadership, and Management. He has worked at Hilbert since 1978, where he has held a variety of academic and administrative positions including: Associate Academic Dean, Director of Computer Services, Vice President for Business and Finance, and Interim Vice President for Student Life. Heraty attended Marquette University where he earned a Bachelor of Science degree in Finance. He holds an MBA and Master's Degree in Education from Canisius College. Heraty was awarded Hilbert's highest honor, the President's Medal, in 1989. He has also received the award for Outstanding Contribution to Student Life at Hilbert, as well as the award for Excellence in Service to the College and the community. In fall of 2008 he was selected by Hilbert alumni for the first "Lifetime Achievement" award given to a faculty or staff member who reflects the values of Hilbert.