Dartmouth Leads Academy Information Packet 2026-2027

We are pleased to accept applications for the inaugural Dartmouth Leads Academy cohort, which will launch in September 2026. Details of the program can be found in this packet. ***Nominations are due by Monday, April 6, 2026. Supporting Documentation is due by Friday, May 29, 2026. To nominate someone in your division, please*** [*click here*](#)***. We are utilizing Google doc(s) for nominations; you will need to sign into your Dartmouth Google account. For more information on Dartmouth Google Accounts please visit:*** [***https://google.dartmouth.edu/***](https://google.dartmouth.edu/) ***you will be prompted to enter your Net ID to access your Dartmouth Google account.***

Dartmouth Leads Academy Description

Leadership is about inspiring others to give their best, cultivating collaboration, and delivering results. Dartmouth Leads Academy is an investment in high-potential, high-performing individuals that demonstrate a commitment to ongoing learning and professional development. The dynamic and engaging nine-month program is cohort-based, representing a unique cross-section of Dartmouth.

Over the course of the nine-month program participants will:

- Create a personalized leadership development plan anchored in their unique strengths and growth areas.
- Work as part of a team to create an Action Learning Project that meets an institutional strategic priority.
- Strengthen communication and leadership skills.
- Gain confidence to serve as a leader in their departments, teams, and divisions.
- Create a collaborative cross-institutional learning community.
- Learn skills to create and maintain an environment that fosters diversity, inclusion, equity, and belonging.

Dartmouth Leads Academy is a selective program. Applicants must be nominated by their divisional leader in consultation with the nominee's supervisor to apply. Nominations do not guarantee participation in the program.

Highlights of the program include:

- **Support from supervisors, peers, subject matter experts, certified facilitators, and trainers:** Coaching and mentoring throughout the program provides participants with many avenues to reflect on learning, problem-solving, and identifying best practices for their leadership.

- **Direct application of learning in one's work-environment:** Through self-directed practice work, consulting, and an action-learning project, participants will build on strengths and apply what they gain from the program in real-time.

- **Cultivating Dartmouth's competencies for leadership development:** Designed for individuals who are self-motivated, the program strengthens core competencies for successful leadership at Dartmouth.

Dates for Dartmouth LEADS Sessions 2026 – 2027

Supervisor Session:	To be announced	
LEADS Kick-off	Tuesday, September 1	
Breakfast (for cohort and supervisors)		8:30 a.m. – 10:30 a.m.
Cohort Meeting		10:30 a.m. – 1:00 p.m.
Learning Days	Tuesday, October 6	9:00 a.m. – 4:00 p.m.
	Tuesday, November 3	9:00 a.m. – 4:00 p.m.
	Tuesday, December 1	9:00 a.m. – 4:00 p.m.
	Tuesday, January 12	9:00 a.m. – 4:00 p.m.
	Tuesday, February 9	9:00 a.m. – 4:00 p.m.
	Tuesday, March 9	9:00 a.m. – 4:00 p.m.
	Tuesday, April 6	9:00 a.m. – 4:00 p.m.
Action Learning Project Presentations	Tuesday, May 4	8:30 a.m. – 1:00 p.m.

(Supervisors and divisional leadership will be invited to attend)

Packet Information

Dartmouth Leads Academy Curriculum Overview

Dartmouth Leads Academy was developed to support Dartmouth's high-potential leaders to help build a collaborative and high-performing workforce for everyone. Curriculum will be delivered by content experts who will integrate individual development, organizational performance, and collaboration skills throughout our nine-months with the cohort.

Competencies to be developed:

- Intentional and visionary leadership
- Business and financial acumen with institutional context
- Communicating with clarity, context and audience awareness
- Building self-awareness to strengthen leadership impact
- Leading with inclusive excellence
- Navigating and leading within multicultural organizations
- Applying empathy and emotional intelligence in leadership decisions
- Leveraging individual leadership skills and strengths
- Setting and aligning goals
- Managing projects to balance workload, priorities, and outcomes
- Leading through change and institutional transitions
- Building collaborative networks to extend impact
- Influencing and aligning others around priorities
- Driving and sustaining change

What are the requirements and time expectations for Dartmouth Leads Academy?

Role of Participant

Due to the program's focus on building a cohesive learning community, it is the expectation that participants attend all learning dates in full. In addition, we ask that participants work with their supervisor to set aside appropriate time for the following activities throughout the program:

- Commit to up to eight hours of monthly learning outside of formal learning sessions. This includes practice related to course content and work on their Action Learning Project.
- Meet with their supervisor each month to discuss learning and opportunities for practical application.
- Meet with appropriate resources linked to the development and implementation of the Action Learning Project.

Role of Participant's Supervisor

Research on leadership development shows that 70% of learning happens through real life and on-the-job experiences, tasks, and problem solving. While learning is important, one's ability to practice new skills and engage in ongoing reflection in the work environment is essential. In Dartmouth Leads Academy, the supervisor plays a critical role in supporting the participant's learning process and integration of new insights into one's day-to-day work.

This program requires that the participant's supervisor be involved in the following ways:

- Sign a Supervisor Letter of Co-Commitment as part of the nominee's application process.
- Attend a 1-hour introductory session for supervisors at the beginning of the program. The session will cover an overview of the program and the supervisor's role. If unable to attend the designated session, the supervisor will meet individually with a member of the Learning and Development team to review the material.
- Attend the opening breakfast on Tuesday, September 1, 2026.
- Support the participant's involvement by providing adequate time for them to participate fully in learning days and practice.
- Support the participant as they create and implement an Action Learning Project that meets an institutional strategic priority and provides an opportunity to stretch their leadership skills. We will provide guidance for the development of this project.
- Participate in a monthly learning conversation with the participant to discuss insights and practical application from the program. We will provide a suggested structure and guidance for learning conversation topics.
- Attend the participant's Action Learning Project presentation on Tuesday, May 4, 2027.

Due to the important role that the supervisor plays in the program, we cannot accept applicants whose supervisors are unable to meet these role requirements.

What is a cohort?

A cohort is a group of participants selected to participate together in the Dartmouth Leads Academy over the nine-month period, forming a learning community. Through this common experience, cohort members acquire a common skill set and a sense of accountability and mutual support. Members foster a shared focus on leadership potential and build the trust necessary for risk-taking and innovative collaboration, both during Dartmouth Leads Academy and beyond as colleagues at Dartmouth.

What is included in Dartmouth Leads Academy?

The design of Dartmouth Leads Academy is intended to facilitate focused learning over time in the context of a supportive peer-learning community.

Features of the program include:

- Opening and closing events

- Nine-days of virtual and in-person training sessions, to be held once a month
- A new network and set of relationships with peers representing diverse areas of Dartmouth
- Ongoing coaching and learning
- Clifton Strengths assessment model
- Creation of a personalized leadership enhancement plan
- A team Action Learning Project designed to stretch leadership capacity and skills in one's existing work, with supervisor support
- Monthly learning conversations with supervisor to discuss application of learning

What are the criteria for eligibility?

Dartmouth Leads Academy is a selective program with limited space. Individuals must be nominated by their divisional leader in consultation with the nominee's supervisor to apply. Nominees must meet the following criteria:

- Minimum of 3–5 years of experience in a supervisory or leadership capacity **OR** demonstrated high-potential to be in a leadership position.
- A demonstrated commitment to their leadership role, a willingness to be challenged and learn from experience, and an interest in cultivating self-awareness and emotional intelligence.
- Ability to participate in the nine-month program, which includes one day per month of formal in-class learning and up to six hours per month of additional work related to the Action Learning Project.
- Positional authority within their team, committee, or department to lead and influence change.
- Would benefit from cross-institutional exposure due to their positional responsibilities or time at Dartmouth.
- To ensure an optimal experience for all, it is highly recommended that nominees/applicants have at least one year of experience at Dartmouth college.

Once an individual has been nominated then what?

Dartmouth Leads Academy is a selective program. Individuals must be nominated by their divisional leader in consultation with the nominee's supervisor to apply. Once an individual is nominated, they will need to submit supporting documentation which is due by **Friday, May 29, 2025, by NOON**. For more information, please contact Learning and Development.

We are utilizing Google doc(s) for nominations; you will need to sign into your Dartmouth Google account. For more information on Dartmouth Google Accounts please visit: https://google.dartmouth.edu/ you will be prompted to enter your Net ID to access your Dartmouth Google account.