

CORE

LEADERSHIP PROGRAM

Are you looking to elevate your skills and lead with greater impact? The Talent Development CORE Leadership Program is specifically designed for current JMU supervisors who are ready to enhance their leadership capabilities. Over the course of 12 months, this program offers advanced leadership development and hands-on application, empowering you to refine your approach, foster innovation, and lead with renewed confidence and effectiveness.

Why Choose CORE?

Strengthen Your Leadership Skills	Dive into advanced supervisory leadership topics, including communication, team development, delegation, performance management, and strategic thinking. CORE equips current supervisors with the applied skills needed to lead teams effectively and navigate JMU's future with confidence.
Expert Facilitators	Learn from seasoned JMU professionals and innovative leaders who bring real-world experience and insights. Our facilitators are dedicated to helping you develop your unique leadership style and navigate the complexities of modern leadership.
Practice Real Leadership Challenges	CORE emphasizes application over theory. Sessions are designed to help supervisors practice new skills through activities such as peer consulting, scenario-based discussions, and applied tools they can take back to their teams. Designed to apply leadership concepts to daily supervision.
Mentorship Capstone	Select a mentor, traditional or non-traditional, who will support your leadership journey throughout the year. This capstone experience provides personalized guidance, real-world feedback, and a culminating reflection on your growth as a supervisor.
Leadership Profile & Growth	Between sessions, participants engage in virtual meetups to build a personalized Leadership Profile. This living portfolio includes assessments, reflections, accomplishments, and applied supervisory tools, helping you track your leadership development throughout the program.

Program Structure

CORE meets one Monday a month from 1:30–4:30 pm. July is a break month with an optional mid-program debrief. Virtual sessions between in-person classes help participants build their Leadership Profile.

Eligibility Criteria

The program is open to employees in supervisory roles who want to enhance their leadership skills. Ideal candidates should be committed to personal and professional growth. Active participation in all program activities is expected.

Introduction & Leadership Profile	January 25, 2027
Launch the CORE experience by connecting with your cohort, clarifying program expectations, and starting your personalized leadership profile. Explore what it means to lead as a supervisor at JMU.	
Mastering Emotional Intelligence Level 1	February 22, 2027
Learn to apply emotional intelligence in supervisory situations while earning the TalentSmart® Mastering Emotional Intelligence Level 1 Certificate.	
Advanced Communication for Supervisors	March 22, 2027
Build skills in giving and receiving feedback, managing difficult conversations, and adapting communication styles across direct reports, peers, and senior leaders.	
Building and Leading Teams	April 26, 2027
Strengthen your ability to create cohesive, motivated teams. Explore the supervisory role in team culture, psychological safety, hiring, and performance outcomes.	
Delegation and Empowerment	May 24, 2027
Practice strategies for delegating effectively, empowering employees to take ownership, and avoiding common supervisory pitfalls like micromanagement.	
Performance Management and Coaching	June 28, 2027
Gain tools to set clear expectations, address underperformance, and coach employees for professional growth. Learn how to balance accountability with encouragement.	
Mid-Program Debrief (Optional)	July 26, 2027
Reflecting, recalibrating, and re-energizing: Step back to review your progress, share insights with peers, and set fresh goals for the second half of the program.	
Adaptive and Inclusive Leadership	August 23, 2027
Explore how to adapt your leadership style to diverse individuals and situations. Learn how supervisors foster inclusion, equity, and consistency in practice.	
Organizational Savvy & Stakeholder Management	September 27, 2027
Build awareness of how decisions ripple across the university. Learn strategies for building alliances, managing stakeholder expectations, and advocating effectively for your team.	
Leading Change and Transition	October 25, 2027
Develop supervisory strategies for leading staff through transitions. Strengthen your ability to communicate clearly, manage resistance, and sustain morale during change.	
Strategic Thinking and Planning	November 15, 2027
Practice applying strategic frameworks and scenario planning tools. Learn how to align unit work with institutional priorities while balancing daily operational demands.	
Mentorship Reflections Capstone	December 13, 2027
Sharing growth through mentorship: Culminate your CORE experience with mentorship reflections. Present your learning, celebrate growth, and commit to continued supervisory impact.	