

Serving the collective by empowering the individual

Case Study UCLA Alumni Association

Coaching-Based Leadership Program
Leading Your Energy

July 2022



anewkindof.org

UCLA Alumni



The opportunity

How do I apply Energy Leadership™ ?

Profile

UCLA Alumni Association (UCLAA)

Team Size

Over 45 full-time professionals making up seven units including finance, careers, marketing, and Diversity, Equity and Inclusion (DEI).

Mission

To exist as a conduit, a resource and an advocate to advance the interests of UCLA and over 500,000 alumni. To serve as a vital partner in the success of the university.

The first two phases of A New Kind of Leadership (NKL) introduced the UCLA Alumni Association team to an open, safe and inclusive opportunity designed to support team members and help them to build a healthy and resilient culture and organization. This opportunity would encourage sustainability in a constantly evolving “next normal” — especially after a global pandemic.

The next step was for individual team members to put their new Energy Leadership skills into practice while addressing the “unknowns” of internal conflict and resistance.

To do this, Core Energy Coaches John Arboleda and Cheryl Wilson customized a third phase of NKL to help participants answer the questions, “Why do I respond to life the way I do?” and “How can I get what I want most out of life with authenticity and sustain it over time?”



I was near burnout, and [NKL- Leading Your Energy] provided me some new perspective as well as knowing that asking for help and having a supportive team are the most important.



– NKL Phase Three Participant

The Way Forward

NKL's Phase Three | Leading Your Energy

UCLA Alumni Association team members were asked to imagine the highest vision for themselves, their lives and their careers. When they were asked if they were ready to invest their Energy Leadership™ into more productive endeavors over 70% said “yes”. In Phase Three, they learned how to develop win-win outcomes that would help everyone experience success and lead more joyful, healthy and fulfilling lives.

As a multi-phase program, Phase Three offered a review of the previous phases as well as four new Energy Labs (eLabs) to address key topics for UCLAA.

Energy Labs



Leading Through Conflict

Where, why and how conflict arises within you



Values Alignment

What drives your life and circumstances, and affects your decisions



Energetic Engagement

How to shift the energy of yourself and others to engage or buy-in to decisions that support a vision



Visioning My Future

How to get to the “ideal” version of yourself, your team and success

To follow, four private, one-to-one coaching sessions helped participants explore individual and team-related challenges and roadblocks.



Profile

NKL Coaching Team



John Arboleda

Core Energy Coach and NKL Project Lead

John is a global professional with 20+ years' experience as a collaborative leader, creative and strategic thinker, with cross functional experience across a range of public and private organizations including over 15 years in higher education management. Including serving as a former board member of the UCLA Alumni Association. He is a certified coach and passionate about coaching, positively impacting people and helping organizations evolve.



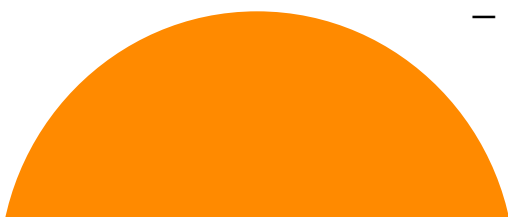
Cheryl Wilson

Core Energy Coach

Cheryl is passionate about continuous personal growth, self awareness, mastering personal energy, raising consciousness and helping individuals achieve full engagement every day in both life and work. Cheryl is a seasoned certified coach that focuses on executive coaching, corporate training, coaching coaches and spiritual development.

“ Thank you for helping me expand my toolkit and challenging my thinking. I practice what I have learned on a regular basis. ”

— NKL Phase Three Participant



Definitions

A New Kind of Leadership

A customized, coaching-led leadership program for higher education institutions. NKL cultivates self-empowered leaders, ultimately serving the collective by empowering the individual.

Energy Leadership™

The process that develops a personally effective style of leadership that positively influences and changes oneself and others, but also those with whom they work and interact, as well as their organization as a whole.

Source: Institute for Professional Excellence in Coaching (IPEC)

Deliverables

Four eLabs | Team coaching sessions | four one-to-one coaching sessions for each participant

Duration

24 hours

Energy Leadership Index (E.L.I.)

A one-of-a-kind attitudinal assessment that reflects perceptions, attitudes, behaviors and leadership capabilities.

Core Energy Coaches

Empower individuals to consciously choose how they show up and create what they most want to experience.



I feel more valued by my employer (UCLA Alumni) for offering me this opportunity.

— NKL Phase Three Participant

The results

“What does the offering of NKL Phase Three say to you about working for UCLA Alumni (UCLAA)?”

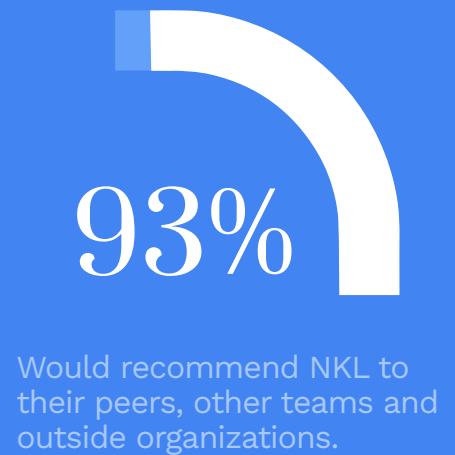


“ Julie, I am so grateful for your leadership and investment in my personal and professional growth. Thank you for this opportunity! ”
— NKL Phase Three Participant

How valuable and relevant was the NKL Phase Three experience?



Would you recommend the program to others?



“How has NKL Phase Three influenced how you now show up at work?”

“

Realize the importance of allowing space for personal well-being to bring a refreshed and engaged version of self to work.

”

“

Now ask for help and give support to ensure team success.

”

“

I am committed to hold myself accountable to using what I’ve learned in NKL with my team.

”

“What did you enjoy/appreciate most about NKL Phase Three?”



“

I never had experienced coaching before, and the coaches did an amazing job facilitating the eLabs and one-on-one sessions. The questions posed and the self-reflection were all things I knew I needed for many, many years, and it was great to finally have the opportunity to do them!

”

— NKL Phase Three Participant



A new kind of Leadership

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