



# Management Accelerator

2019 - 2020





## OVERVIEW

**Leadership is a skill, like teaching, that requires coaching and development. The Management Accelerator is the Noble Network's mid-level management development program, designed to provide emerging and mid-level managers at Noble with the tools they need to lead and manage teams more effectively.**

*The Accelerator aims to accomplish the following:*

- ✓ Provide a collaborative, developmental leadership experience grounded in proven internal and external practices
- ✓ Sharpen the ability of managers to empower teams, support staff, and coach effectively
- ✓ Share practices, problem solve, and learn from colleagues across Noble

Ideal participants are eager to assess and elevate their managerial skills and are in roles in which they are managing the results of others. The 2019 cohort will be the third annual cohort of the Management Accelerator.



# Program Details

## TIMELINE AND COMMITMENT

The Management Accelerator is expected to begin in March 2019 and end in December 2019. Sessions will not take place during July and August.

Participants should expect to attend monthly sessions that are approximately 3 hours in length. Attendance at all sessions is mandatory to promote a positive and productive learning environment. Exceptions may be made at the discretion of the program director.

Participants should expect to spend up to one hour preparing for each session.

## PROGRAM FORMAT AND FEATURE

*For the 2019 cohort, each Accelerator session will be structured as two parts:*

### **Noble Values “deep-dive”**

*Participants experience immersive training in topics aligned with the Noble Values. Example topics include Measuring Results, Communication, and Diversity, Equity, and Inclusion for managers. The learning format in these sessions will take various forms including case studies, facilitation led by internal and external experts, readings, small group discussions, and self-reflective activities.*

### **Management puzzles**

*Participants are placed into small groups at the beginning of the program based on current management responsibilities. Each month, group members share challenges they are experiencing related to people management. Together, group members develop action-plans for how to address the challenges.*

### **360 Management Feedback**

All Management Accelerator participants have the opportunity to complete a 360-degree survey process which includes feedback from their colleagues, supervisor(s), and direct reports (if applicable) as well as a self-evaluation by the Accelerator participant. The feedback is collected at the beginning and end of the program to measure growth and highlight strengths and growth areas.

While the program format may change from the above, participants can expect the Management Accelerator to incorporate various methods of adult learning in its sessions. This will include sessions with guest speakers and experts.



## Learning Through Noble Values

*Each Accelerator session will center conversation and activities around one or two of the following Noble Values that have shaped leadership and management at Noble:*

### **Results**

*We assume personal responsibility for the ambitious results that support our mission and serve our families. We use results as self-reflective tools for our improvement, and we ground our performance and decision-making in data. Data helps us to both frame our challenges and eliminate barriers that get in the way of operating simply, quickly and effectively. Excellence is always the goal, and good is the enemy of great.*

### **Respect**

*We positively collaborate with our colleagues to build trust. The freedom to innovate together is foundational to our ability to serve students well and trust is paramount to that direct collaboration. We assume the best in people and focus on what we can do to honor and support them. We treat our colleagues and all external parties with esteem and understanding. We express gratitude and appreciation.*

### **Follow-Through**

*We do what we say we will do both punctually and with attention to detail because the difference between good and great is in the details. We communicate clearly and as far in advance as possible, because our time and the time of our colleagues is valuable. We create accountability by owning mistakes when we make them and hold others accountable to their commitments.*

### **Diversity, Equity, and Inclusion**

*We believe diverse teams perform better and get the best results for our students. We seek diverse voices and welcome a variety of perspectives in order to arrive at the best decisions. We make people feel included and reach out to bring others in, creating a culture where individuals of every background can contribute in unique ways to deliver on our mission. We examine ourselves to ensure our practices and beliefs lead to equitable outcomes for all.*

### **Humility and Self-Awareness**

*We assume we can be better. We continually reflect on ourselves and our practice for the sake of improvement because our mission is an extraordinary one that demands that we, too, strive to be extraordinary. We exhibit understanding and vulnerability toward our strengths and areas of growth, we seek and accept constructive feedback, and we understand the perception and impact of our actions, words, and tone on others.*



## Candidate Qualifications and How To Apply

*Admission to the Accelerator is competitive. Ideal candidates for the Management Accelerator should have the following:*

- Coaching, management, or project leadership experience in current role
- A positive and solutions-oriented outlook
- A track record of individual or team results

**Please submit the following application components:**

1. *Short answer responses (each to be answered in 250 words or less)*

- *Why do you want to take part in the Noble Fellowship?*
- *What people management problem do you face/think about most in your current role? How have you tried solving it to date?*
- *Of the Noble Values listed, which one most resonates with you? Why?*

2. *Resume - Prospective participants should submit a current copy of their resume showcasing leadership and management responsibilities, results, work contributions, etc.*

3. *References - Please include the names and contact information for three professional references*

***Deadline to apply is January 9, 2019***

Click [here](#) to apply online. Applicants will be notified of their acceptance status no later than February 1, 2019.

**Questions?**

Please contact us at [TalentPathways@noblenetwork.org](mailto:TalentPathways@noblenetwork.org)