



PROGRAM SCHEDULE- SEPTEMBER 2019 - MAY 2020

IMPACT will incorporate personal, interpersonal and community development approaches for aspiring leaders. The program will operate for nine months and will kick-off with a retreat in September and culminate with a graduation celebration in May. During the interim seven months, program participants will engage in a one day-long session per month, as well as participate in two to three activities per month. Also, fellows will be required to meet with their mentors on a monthly basis.

During the months of October and November, Historical and Political “Perspective” modules will provide participants with the historical, social, economic and political contexts that both help and hinder African American professional growth. During each of the following five months, a current urban issue and a University of Chicago Booth School of Business leadership development topic will be covered.

SEPTEMBER 20-21, 2019

Orientation and Opening Retreat: This session will give Fellows the opportunity to meet and get to know each other through team building exercises and small and large group discussion. Fellows will develop and share their expectations and goals for the program.

October 11, 2019

Perspective Module 1: Historical Perspective: African Americans in Chicago from the Great Migration to the Present: This module will look at the lives and experiences of African Americans in Chicago from the turn of the century to the present.

November 8, 2019

Perspective Module 2: Political Perspective: The Roles and Impact of African Americans in Chicago Politics: This module will look at the influence of African Americans in Chicago politics from the early 20th Century through the present. Special emphasis will be placed on the elections of Mayor Harold Washington and the significance of President Barack Obama.



December 13, 2019

Current Issue Module 1: The Impact of Segregation in Chicago: This module will explore how segregation impacts access to quality and affordable housing, education, transportation and jobs in Chicago.

Leadership Module 1: Leadership Effectiveness- Action and Insight Skills: Our Booth Leadership modules begin with a discussion on how to create a practical foundation for leadership effectiveness through self-knowledge, structured reflection, and learning the right lessons from experience.

Instructor: Linda Ginzel, Clinical Professor of Managerial Psychology, University of Chicago Booth School of Business

January 10, 2020

Current Issues Module 2: -Education: This session will focus on the roadmap the Chicago Public Schools is undertaking to achieve its vision of a high-quality education for every child in the City of Chicago.

Leadership Module 2: Making Smart Decisions: This session will provide an introduction to the psychology of judgment and decision-making. The components and process of good decision making will be covered.

Instructor: George Wu, PhD, John A. and Lillian P. Gould Professor of Behavioral Science, University of Chicago Booth School of Business

February 14, 2020

Current Issues Module 3: Criminal Justice- This session will discuss how longer prison sentences disproportionately impact African American males and alternative solutions to incarceration for those that do not pose a threat to public safety.

Leadership Module 3: Power and Influence in Organizations: We will discuss the psychological tools for influencing others. This session will help you begin developing your own influence style and understand political dynamics around you.

Instructor: Heather Caruso, PhD, Assistant Dean, Equity, Diversity and Inclusion; Executive Director, Morrison Family Center for Marketing and Data Analytics; Adjunct Assistant Professor of Management and Organizations, UCLA Anderson School of Management



March 13, 2020

Current Issue Module 4: Healthcare: This session will explore the key health issues affecting the African American community and ways to prevent and improve these health issues and increase awareness through education, advocacy and outreach.

Leadership Module 4: Power and Influence in Organizations: This session helps managers develop effective strategies and systematic approaches to negotiations that will dramatically improve their personal effectiveness and the productivity of their organization.

Instructor: George Wu, PhD, John A. and Lillian P. Gould Professor of Behavioral Science, University of Chicago Booth School of Business

April 10, 2020

Current Issue Module 5: Diversity and Leadership: This session will focus on the lack of diversity and inclusion of African American in senior leadership positions in private and public companies and include a discussion about strategies to succeed in challenging work environments.

Leadership Module 5: Ethics and Values: This session explores choices often faced by leaders where answers are not to be found by analytical methods or legal criteria. We will explore processes that help surface one's values, and facilitate productive dialogue among organizational members who hold differing and sometimes conflicting personal philosophies.

Instructor: Harry Davis, PhD, Roger L. and Rachel M. Goetz Distinguished Service Professor of Creative Management, University of Chicago Booth School of Business

April 17, 2020

Special Session: Hogan Assessment Feedback and Leadership Action Planning: During this session, Fellows will be provided with feedback from a leadership assessment tool. Time will be spent reviewing leadership development action planning in the areas of professional advancement and community engagement.

May 22, 2020

Closing Retreat: During this closing session Fellows will complete a final team building exercise, complete their individual leadership action plan and share their learnings from the program.

May 23, 2020- Graduation