

Dartmouth Leads Academy Frequently Asked Questions

Who is eligible to be nominated for the Dartmouth Leads Academy?

Eligibility requirements and additional program details can be found on the Dartmouth Leads Academy webpage.

How does the nomination process work?

Individuals must be nominated by their divisional leader in consultation with the nominee's supervisor. Once nominated, nominees will receive additional information and next steps via email.

How will I know if I am selected for the Dartmouth Leads Academy?

Individuals selected for the Dartmouth Leads Academy will receive a congratulatory email confirming their participation.

How often is the Dartmouth Leads Academy offered?

The Dartmouth Leads Academy is planned for every other year as demands and budget allow.

Can I nominate myself for the Dartmouth Leads Academy?

No. Self-nominations are not accepted. All nominees must be put forward by their divisional leader in consultation with the supervisor.

Does my nomination carry over to a future Dartmouth Leads Academy cohort?

No. Nominations do not carry forward.

Is there a waitlist for the Dartmouth Leads Academy?

No. There is no waitlist.

Do I have to attend all program dates?

Yes. Participants are expected to attend all learning days. Nominees should plan to hold all scheduled learning dates on their calendars.

I am interested in both LEADS and the Dartmouth Leads Academy. Can I be nominated for both programs?

We encourage individuals to review the focus areas for each program to determine which opportunity best aligns with the individual's goals and professional development plan.

What is the time commitment for the Dartmouth Leads Academy?

Participants should expect:

- One full learning day per month (Tuesdays),

- Up to six hours per month outside of formal learning sessions for practice, reflection, and work on the Action Learning Project.
- Additional time to meet with relevant stakeholders to support the development and implementation of the Action Learning Project

How will participating in the Dartmouth Leads Academy impact my career?

The Dartmouth Leads Academy is designed to help participants build confidence and capacity to serve as leaders within their teams, departments, and divisions. Participants are encouraged to discuss their goals, aspirations, and growth opportunities with their supervisors and leadership.

What can I expect during a Dartmouth Leads Academy learning day?

Each learning day begins with an optional networking opportunity followed by a morning learning session and an afternoon learning session. Additional details and dates can be found [HERE](#).

What is the role of the supervisor?

Supervisor commitment is essential to participant success. Nominees must have a supervisor who is willing and able to actively support their participation. If a supervisor cannot meet the program expectations, the nominee will not be accepted into the Dartmouth Leads Academy. More information about supervisor expectations can be found [HERE](#).

Will supervisors receive training or support during the Dartmouth Leads Academy?

Yes. Supervisors of participants will be invited to:

- Attend an introductory session outlining their role
- Participate in a mid-program manager check-in session
- Receive monthly learning conversation guides to support Dartmouth Leads Academy–related discussions

Supervisors will also have access to the Dartmouth Leads Academy Program Manager as needed.

Do I need to submit an updated résumé or CV?

Yes. Nominees will be asked to submit an updated résumé to provide a comprehensive view of their experience.

Do participants need to present an Action Learning Project to complete the Dartmouth Leads Academy?

Yes. All participants are required to work as part of a group on a campus wide strategic initiative. The Action Learning Project team will present to senior leaders, their cohort, and their managers. The project does not need to be fully completed, but it must align with a campus wide strategic priority.

Is the Dartmouth Leads Academy similar to the LEADS program?

Yes. The Dartmouth Leads Academy is similar to LEADS in that it is a cohort-based leadership development program facilitated by industry experts, offering the same high-quality content designed to build leadership skills. The key differences are that most sessions will be conducted virtually, with only three of the nine sessions held in person, participants will work collaboratively as a team to address a larger institutional priority rather than as individuals working on departmental or divisional projects, and, unlike LEADS, the program does not include the ESCI 360 evaluation tool.