

Leadership Renewal starts with Intention

*Once we stop investing in people,
we stop investing in hope.*

Leaders across higher education are being asked to do more with less, often while setting aside their own professional and personal growth. When we neglect well-being and renewal, we risk burnout, disconnection, and mission drift.

This resource offers a range of practical ways to support leadership renewal for yourself, your cabinet, and emerging leaders on your campus.

Accessible Approaches to Cultivate Renewal

Meaningful practices any institution can implement, regardless of budget, to support leadership reflection, renewal, and growth.

SCHEDULE TIME FOR INTENTIONAL REFLECTION

Personal: Set aside just 5-15 minutes each day for reflection, meditation, or prayer to replenish your energy and sense of purpose.

Team: Set aside one hour each month for your cabinet or leadership team to step back from day-to-day tasks and reflect on recent challenges, accomplishments, and lessons learned. Even small moments of pause can foster clarity and cohesion.

USE PUBLICATIONS TO SPARK DISCUSSION

Personal: Connect with a daily or weekly blog or podcast that offers words of inspiration. Select a new or favorite poem or passage that speaks to you. Focus on a word or phrase that energizes you.

Team: Choose an article from The Chronicle, Inside Higher Ed, or a relevant thought piece and use it as a brief conversation starter at the beginning of monthly team meetings. This creates a shared learning culture and keeps big-picture thinking on the agenda.

SHARE STRATEGIES THAT ARE WORKING

Ask each cabinet member or direct report to come prepared with one insight, practice, or resource that has helped them lead more effectively in the past month. Peer learning reinforces trust and cross-functional awareness.

MAKE WRITING A PART OF YOUR LEADERSHIP PRACTICE

Use writing to reflect, clarify priorities, and reconnect with your leadership purpose. Whether it's a journal entry, campus message, or op-ed, regular writing can surface insights worth sharing. Consider inviting your team to join you through prompts or shared reflections.

LAUNCH A CROSS-DIVISION "LEADERSHIP LUNCH"

Bring together directors or associate-level leaders from different areas of campus once per month to discuss common leadership challenges and approaches. This informal structure builds connection and encourages collaboration across silos.

Strategic Programs for Renewal

Intentional investments that strengthen leadership capacity and institutional impact.

EXECUTIVE COACHING

Professional, confidential, 1:1 executive coaching provides presidents, cabinet members, deans, and other key leaders with space to reflect on their leadership, clarify priorities, navigate complex decisions, and align personal growth with institutional mission and strategy.

COACHING CIRCLES

Peer groups facilitated and led by professional executive coaches bring together small cohorts of leaders, often across institutions or similar roles, for guided conversations around shared leadership challenges. Participants gain perspective, build resilience, and leave with insights they can apply immediately to their work.

CONFERENCES AND PROGRAMMING

Sending individuals or small groups to focused leadership programs creates valuable opportunities for renewal and application. Encourage participants to apply the “3-6-12” framework: one takeaway to implement now, one within six months, and one within a year that aligns with your institution’s goals.

Programming Through Peer Organizations

Opportunities that support growth, reflection, and connection across the leadership pipeline.

AMERICAN ACADEMIC LEADERSHIP INSTITUTE

- Becoming a Provost Academy
- Executive Leadership Academy
- Senior Leadership Academy

AMERICAN ASSOCIATION OF STATE COLLEGES & UNIVERSITIES

- New Presidents Academy
- Millennium Leadership Initiative
- Emerging Leaders Program
- Academy for New Provosts

COUNCIL OF INDEPENDENT COLLEGES

- Presidential Vocation & Institutional Mission
- New Presidents Program
- Workshops for Department & Division Chairs

HERS

- Leadership Institute
- Leading from the Middle
- Next Stages, Next Steps

You do not have to wait for a budget surplus or sabbatical to support leadership renewal. Small, intentional actions taken today help create the clarity and connection leaders need to carry your mission forward.



Connect with us to learn more about how we can support your renewal



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