



Leading Others FAQs

General

Q: Where can I find more information about the Leading Others program?

A: The [Leading Others](#) website provides specific information about the program, including the Leading Others Learning Journey for the Spring/Fall and Summer cohorts. The competencies covered are Ethics, Adapting Interpersonal Style and Communication, Valuing Differences, People Management and Development, Team Development, Conflict Management, Financial Management, Project and Change Management. Contact Lead@tamu.edu with any specific questions regarding program content and/or topics.

Q: How long will it take to complete the Leading Others program?

A: Leading Others is designed as a cohort program. The Spring/Fall cohorts take 18 weeks to complete, while the Summer cohorts take 12 weeks.

Q: Is Leading Others in-person or virtual?

A: All Leading Others sessions are in-person two days a week during the Spring/Fall program and three days a week during the Summer.

Q: Why does Leading Others use a cohort model instead of self-paced learning?

A: The cohort model provides a community experience focusing on collaborative social learning where each member is called to actively contribute while progressing through the program content. This results in a professional network that can be called upon when navigating the day-to-day activities and the more difficult matters you may face as a manager and leader.

Q: What are the session times for the Leading Others program?

A: Sessions are typically held from 10:00 am – 3:00 pm; Spring/Fall cohorts are scheduled two days a week; Summer cohorts are scheduled three days a week.

Q: Will lunch be provided?

A: Yes, meals, light snacks and beverages are provided. Typically, there are 45 minutes provided for lunch, where participants are expected to stay on site and network with their cohort members.

Q: What if I have dietary accommodations?

A: We attempt to accommodate dietary needs. More information is provided during the Introduction to Leading Others session.



Q: What is Brightspace?

A: Brightspace is the Learning Management System (LMS) used to manage the Leading Others program. Participants will use Brightspace to access learning activities and assessments.

Enrollment

Q: When does Leading Others start?

A: Leading Others is offered in the spring, summer and fall, like university semesters, with a new cohort beginning each January, May and August. Participants may submit their enrollment form at any time. A list of upcoming cohort dates can be found on the [Leading Others](#) website.

Q: Where can I find the enrollment form?

A: The enrollment form can be found on the [Leading Others](#) website. Upcoming cohort dates and enrollment deadlines are included in the Leading Others enrollment form and on the website. Employees can enroll in any scheduled cohort at any time.

Q: I want to enroll in Leading Others. How do I begin the enrollment process?

A: [Enrolling is a 4-step process.](#)

1. Download and complete the [Supervisor Approval form.](#)
2. Access the [Enrollment form](#) and begin filling out the form.
3. Upload the completed Supervisor Approval Form to the Enrollment form when prompted.
4. Complete the Enrollment form by selecting a desired start date and then submitting the form.

Q: Can more than one person from my area participate?

A: Yes, the number of participants from a given area is determined by the management within that area.

Q: What if I am unable to finish the Leading Others leadership development program after enrolling?

A: The program fee is non-refundable once invoicing has occurred. If your inability to continue is due to a medical or organizational reason, please contact Lead@tamu.edu.

Q: Will participants receive anything after completing the Leading Others program?

A: Upon completing all Leading Others sessions and activities, participants will receive a Certificate of Completion.



Employee Responsibilities

Q: Do I have to attend all the sessions listed in the learning journey to complete the Leading Others program?

A: Yes, participants must attend all sessions and complete all designated learning activities for all eight (8) competencies of the Leading Others program to receive a certificate of completion.

Q: What if I miss a session?

A: If you anticipate missing a session or an emergency results in a missed session, please contact Lead@tamu.edu as soon as possible so arrangements can be made. Participants have one year from the end of their cohort to complete any missed sessions and earn their Certificate of Completion.

Q: How much time should I devote to Leading Others to complete the program?

A: Participants should plan to spend approximately 12 hours a week during the Spring/Fall cohorts and 18 hours a week during the Summer cohort. This average includes time to attend the weekly sessions and complete assignments during the week.

Q: What if I don't complete the program assessments and assignments?

A: Participants who do not complete the 360 Multi-Rater Assessment, Myers-Briggs Type Indicator Assessment, Thomas-Kilman Conflict Mode Instrument or the Leading Others pre-assessment as expected (e.g., established dates) will be withdrawn from the program without a refund.

Q: Is it okay to arrive late or leave early from a course?

A: Participants are expected to arrive on time and stay through the scheduled length of each session, typically 10:00 am to 3:00 pm.

Supervisor Responsibilities

Q: What if the employee is not able to finish the Leading Others leadership development program because of decisions made by the organization that are out of their control?

A: Contact Lead@tamu.edu.

Q: How can I best support employees as they navigate their Leading Others learning journey?

A: This [manager's guide](#) identifies the best ways to encourage and support employees as they navigate their Leading Others learning journey.



Pricing and Payment

Q: What is the program fee for the Leading Others leadership development program?

A: The Leading Others program fee is \$1,709 per university employee. Texas A&M University System employees pay a fee differential to participate in university programs.

Program Title	Fee Differential for System-Members
Leading Self	\$2,580
Leading Others	\$3,418

Q: When is the program fee due for payment?

A: The program fee is due in full before the employee attends the Introduction to Leading Others course. Accounts will be invoiced on the 1st or 16th of the month after the enrollment deadline has passed. For example, the enrollment deadline of Cohort 8 – Summer 2023 is May 5, 2023, and accounts will be invoiced on May 16, 2023.

Q: Can I pay for Leading Others myself?

A: At this time, it is not permitted to accept any personal form of payment (e.g., debit, credit, or check).