



Leading Self FAQs

General

Q: Where can I find a course list to better determine if Leading Self is a program I'm interested in?

A: The detailed program design for Leading Self is proprietary and only available to program participants and their supervisors. Contact Lead@tamu.edu with any specific questions you might have regarding program content and/or topics.

Q: How long will it take to complete the Leading Self leadership development program?

A: Leading Self is designed to allow participants to complete the program curriculum at their own pace. The Organizational Development department recommends participants devote at least 3 hours per week [to complete the program within a 24-month period](#).

Q: Is Leading Self in-person or virtual?

A: Leading Self is a blended program which includes learning activities that are delivered on-demand, in-person, virtually, and self-directed. This blended delivery approach allows for greater flexibility as participants navigate the Leading Self learning journey at their own pace.

Q: Will Leading Self ever offer virtual alternatives to the in-person classes?

A: It is our intention to have virtual alternatives of Leading Self courses available to participants by late summer or early fall of 2023.

Q: How flexible are the Leading Self course dates?

A: Very! Participants have complete control over how they choose to navigate their Leading Self learning journey. Participants manage their own calendar to complete on-demand and self-directed learning activities. In addition, participants self-enroll to attend in-person and virtual courses on the date and time that works best with their availability.

Enrollment

Q: When does Leading Self start?

A: All participants begin their Leading Self learning journey with the "Introduction to Leading Self" course, which is offered about every four (4) weeks. Participants may submit their enrollment form to enroll in the Leading Self leadership development program and any upcoming "Introduction to Leading Self" course at any time. Upcoming course dates and corresponding enrollment deadlines can be found on the [Leading Self](#) website.



Q: What are the dates for the Leading Self leadership development program?

A: Upcoming dates for the "Introduction to Leading Self" course are published on the [Leading Self](#) website and included in the Leading Self enrollment form. Additional Leading Self course dates are available through Brightspace once participants are enrolled in Leading Self.

Q: How do I unenroll in a course after the enrollment period has closed?

A: Contact Lead@tamu.edu with the understanding that a \$50 fee will be incurred for any and all cancellations occurring after a course enrollment period has closed.

Q: What if I am unable to finish the Leading Self 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 reason, please contact Lead@tamu.edu.

Q: What if I am unable to finish the Leading Self leadership development program because of decisions made by the organization that are out of my control?

A: Have your supervisor contact Lead@tamu.edu.

Employee Responsibilities

Q: Do I have to attend all the courses listed in the learning journey to complete Leading Self?

A: Currently, participants must complete all designated learning activities for all six (6) competencies of the Leading Self leadership development program to receive a certificate of completion.

Q: How much time should I devote to Leading Self to complete the program in 24-months?

A: Participants wanting to complete Leading Self in approximately 24-months should plan on dedicating three (3) hours per week towards completing Leading Self learning activities.

Q: Can I complete Leading Self in less than 24-months?

A: Participants wanting to complete Leading Self in less than 24-months should carefully consider their ability to devote more than 3 hours per week to their learning and development while meeting all the job responsibilities of their position. On average, Leading Self participants complete the program within 18-24 months.

Q: What if I don't attend a course I am enrolled in?

A: A \$50 fee is incurred for any no-shows to a course delivered in-person or virtually.

Q: What if I don't complete the course prep assignment?

A: Participants may be dismissed from a course due to lack of preparation (i.e., course prep assignment not completed). Participants who are dismissed will earn an incomplete for the



course. A \$25 fee is incurred on the third incomplete earned by a participant, and for each incomplete earned thereafter.

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

A: Participants who arrive 15 minutes after a course start time and/or leave 15 minutes before a course end time will earn an incomplete for the course. A \$25 fee is incurred on the third incomplete earned by an employee, and for each incomplete earned thereafter.

Supervisor Responsibilities

Q: What if the employee is not able to finish the Leading Self 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 Self learning journey?

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

Q: How can I make completing Leading Self an achievable performance goal for employees?

A: It is recommended that managers base performance goals on program competencies completed rather than entire program completion. For example, for an employee starting Leading Self at the beginning of a performance year period (i.e., April 1), their performance goal should be "Increase foundational leadership competencies by completing the first two competencies – Texas A&M Mission, Vision, Values and Interpersonal Effectiveness – of the Leading Self leadership development program by March 31."

Pricing and Payment

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

A: The Leading Self program fee is \$1290 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	\$3,328

Q: When is the program fee due for payment?

A: Billing account information is collected during enrollment. Accounts are invoiced after the Introduction to Leading Self course enrollment period has closed (i.e., five (5) business days prior to the course date). For example, the enrollment period for the course scheduled on



January 23, 2023, closes on January 17, 2023, and accounts will be invoiced on January 18, 2023.

Q: Can I pay for Leading Self myself?

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