

UWindsor Leader Series

Fall 2025 - Spring 2026



Dear colleagues,

Thank you to everyone who participated in our recent Leadership Development Learning Needs/Interest Survey. We are pleased to share the **Fall 2025–Spring 2026 UWindsor Leader Series**, with topics that emerged directly from your input.

The UWindsor Leader Series, grounded in the [Leadership Competency Framework](#), is designed to provide leaders with tools and practical strategies to:

- Foster a culture of continuous learning and self-reflection.
- Navigate an increasingly complex leadership landscape and lead change.
- Create a more positive work environment that fosters accountability, innovation and results.
- Inspire and influence others to reach new heights.
- Build a supportive network of leaders, fostering collaboration and knowledge sharing.

The Fall 2025 – Spring 2026 series is comprised of fourteen (14) learning opportunities. Additional opportunities may be added in the coming months. This year we are introducing **HR Foundations for Leaders**, intended to build awareness, provide insight and guidance to people leaders on HR related processes, policies, and Collective Agreement provisions, and a two-part **Leader as Coach** learning opportunity.

Registration for the series is [now open online](#).

We look forward to having you join us for these learning opportunities.

Sincerely,

Marcela Ciampa,
Organizational Effectiveness
Strategist

Jody Fraser,
Associate Vice-President, Human
Resources



SESSIONS AT A GLANCE

October 2025

- Operationalizing AI For Administrative Purposes (October 7)
- HR Foundations for Leaders – Crafting Effective Job Descriptions (October 16)
- Agile Project Management Fundamentals – first offering (October 21)

November 2025

- HR Foundations for Leaders – Understanding and Preparing for Job Evaluation (November 13)
- HR Foundations for Leaders – Supporting Staff Performance (November 18)

December 2025

- Conquering Team Dysfunctions to Achieve Results (December 11)

January 2026

- HR Foundations for Leaders – Managing Leaves (January 15)
- Agile Project Management Fundamentals – second offering (January 20)

February 2026

- Leader as Coach: Transforming Conversations, Unlocking Potential and Accelerating Growth & Performance - 2 Parts
 - Part 1 - Foundations of Coaching Leadership (February 5)
 - Part 2 – Coaching Leadership in Action (February 26)
- Inclusive Leadership (February 10)

March 2026

- Setting a Healthier Workplace Culture (March 5)
- Measure What Matters – The OKR Framework (March 17)

April 2026

- HR Foundations for Leaders – Workplace Accommodations (April 7)

October 07, 2025 9:00 am – 11:00 am	Operationalizing AI for Administrative Purposes
<p>This session will highlight UWindsor’s guidelines for the use of AI for administrative purposes. It will explore AI tools that leaders can deploy within their areas to enhance productivity and effectiveness. It will focus on how to leverage AI in a responsible and impactful way for people-centered leadership.</p> <p>Leadership Competency Framework – Leading the Organization/Area</p> <p><i>Please bring a laptop or other computing device.</i></p>	
Facilitator Marcin Pulcer, Associate Vice-President, Information Technology Services Nick Baker, Institutional Advisor on Artificial Intelligence, Centre for Teaching and Learning	Location Freed-Orman Commons
October 16, 2025 9:00 am – 11:00 am	HR Foundations for Leaders – Crafting Effective Job Descriptions
<p>This session has been designed to provide insight and guidance on how to write clear and concise job descriptions using the University of Windsor template. It will explore the key components of an effective job description, highlight available HR supports, identify relevant policies, and examine Collective Agreement provisions that impact this crucial process.</p> <p>Leadership Competency Framework – Leading Others, Leading the Organization/Area</p>	
Facilitator Brittany Rife Manager, Total Compensation & Workforce Planning	Location Freed-Orman Commons
October 21, 2025 9:00 am – 12:00 pm	Agile Project Management Fundamentals (Offering 1)
<p>This session will explore the foundations of agile project management, including the roles of project members, the life cycle of a project, and an overview of SCRUM and tools that leaders can use to achieve projects on time and within budget.</p> <p>Leadership Competency Framework – Leading the Organization/Area</p>	
Facilitator Michael Benson, Business Systems Analyst, ITS & HR	Location MEB 3102 A&B

November 13, 2025 9:00 am – 11:00 am	HR Foundations for Leaders – Understanding and Preparing for Job Evaluation
<p>This session has been designed to enhance understanding of the four core factors of the Hay Job Evaluation framework: Know-How, Problem Solving, Accountability, and Working Conditions. It will highlight what to expect during the evaluation process, how to effectively prepare for the presentation to the Joint Job Evaluation Committee, and how to understand the results. The session will also detail available HR supports and outline applicable policies and/or Collective Agreement provisions that guide the job evaluation process.</p> <p>Leadership Competency Framework – Leading Others, Leading the Organization/Area</p>	
Facilitator Brittany Rife Manager, Total Compensation & Workforce Planning	Location MEB 3102 A&B
November 18, 2025 9:00 am – 11:00 am	HR Foundations for Leaders – Supporting Staff Performance
<p>This session will equip leaders with the tools to proactively manage and support staff performance. It will cover how to set clear expectations, what steps to take when staff aren't meeting those expectations, and strategies for managing challenging performance scenarios. The session will also outline available HR supports and highlight the relevant policies and Collective Agreement provisions leaders must follow.</p> <p>Leadership Competency Framework – Leading Others, Leading the Organization/Area</p>	
Facilitators Nancy Kuntz, Sindhiya Junejo & Ted DeJong Human Resources Business Partners	Location MEB 3102 A&B
December 11, 2025 9:00 am – 11:00 am	Conquering Team Dysfunctions to Achieve Results
<p>This session will highlight the five typical dysfunctions of teams, as outlined in Patrick Lencioni's The Five Dysfunctions of a Team: absence of trust, fear of conflict, lack of commitment, avoidance of accountability and inattention to results. It will explore practical strategies for leaders to address each dysfunction and foster a cohesive, high-performing team.</p> <p>Leadership Competency Framework – Leading Others</p>	
Facilitator Marcela Ciampa Organizational Effectiveness Strategist	Location Freed-Orman Commons

January 15, 2026 9:00 am – 11:00 am	HR Foundations for Leaders – Managing Leaves
<p>This session will enhance understanding of vacation policies and leaves of absence. It will clarify the rights and responsibilities of both leaders and employees, outlining the associated processes. It will also explore HR supports available and the relevant legislation, policies, and Collective Agreement provisions.</p> <p>Leadership Competency Framework – Leading Others, Leading the Organization/Area</p>	
Facilitators Nancy Kuntz & Sindhiya Junejo Human Resources Business Partners	Location Freed-Orman Commons
January 20, 2026 9:00 am – 12:00pm	Agile Project Management Fundamentals (Offering 2)
<p>This session will explore the foundations of agile project management, including the roles of project members, the life cycle of a project, and an overview of SCRUM and tools that leaders can use to achieve projects on time and within budget.</p> <p>Leadership Competency Framework – Leading the Organization/Area</p>	
Facilitator Michael Benson, Business Systems Analyst, ITS & HR	Location Freed-Orman Commons
February 10, 2026 9:00 am – 11:00 am	Inclusive Leadership
<p>This session will examine the crucial role of leadership in creating an inclusive workplace. It will focus on three core areas: prioritizing inclusion, actively disrupting bias, and building a culture of belonging where all employees feel valued. Participants will learn actionable practices and tools to integrate these principles into their daily leadership style.</p> <p>Leadership Competency Framework – Leading Self, Leading Others</p>	
Facilitator Dr. Clinton Beckford Vice-President, People, Equity & Inclusion	Location Freed-Orman Commons

February 5 & February 26, 2026 9:00am – 12:00 pm	Leader as Coach: Transforming Conversations, Unlocking Potential, and Accelerating Growth and Performance
	<p>In today's complex higher education landscape - marked by unprecedented change and uncertainty - leaders need to be able to unlock the full potential and performance of their people. Today's workforce seeks meaning and growth in their work. Adopting a coaching approach to leadership is a strategic capability that drives engagement, performance, well-being, and retention. This two-part program equips leaders with the framework, mindsets and skills to embed coaching into their everyday leadership. Through real-world scenarios, interactive practice, and reflection, participants will gain the confidence and competence to use coaching as a core leadership style - elevating their personal impact and advancing institutional success.</p> <p>Part 1 – Foundations of Coaching Leadership February 5, 2026 9:00 am – 12:00 pm, MEB 3102 A &B</p> <p>Part 1 focuses on shifting mindsets and learning foundational skills of a coaching leader. Participants will practice using a structured framework for coaching conversations and gain confidence in essential skills such as deep listening and powerful questioning. Practical exercises will prepare leaders to guide their team members through challenges, foster skill development, and inspire positive behavioral changes.</p> <p>Part 2 – Coaching Leadership in Action February 26, 2026 9:00 am – 12:00 pm, Freed-Orman Commons (prerequisite – part 1)</p> <p>Part 2 deepens and strengthens coaching capability through applied practice in more complex, real-world, challenging leadership scenarios. By the end of this session, participants will be equipped to confidently integrate coaching into their leadership approach - accelerating growth, enabling innovation, and enhancing team and institutional performance.</p> <p>Leadership Competency Framework – Leading Others</p>
	<p>Facilitator Evelina Rog, Ph.D., PCC Executive Coach Systemic Team Coach Award Winning Executive Educator Vertical Leadership Development Expert</p>

March 5, 2026 9:00 am – 11:00 am	Setting a Healthier Workplace Culture
<p>This session will explore practical strategies and tools to help leaders navigate difficult situations and build stronger relationships. Based on the principles from Own Your Armor (Brody, 2022) the session will highlight an approach to address dysfunctional workplace culture to foster better communication, improve productivity, and create a healthier, more positive work environment.</p> <p>Leadership Competency Framework – Leading Others</p>	
Facilitators Jody Fraser, Associate Vice-President, Human Resources Marcela Ciampa, Organizational Effectiveness Strategist	Location Freed-Orman Commons
March 17, 2026 9:00 am – 11:00 am	Measure What Matters – The OKR Framework
<p>This session will provide an overview of the OKR (Objectives and Key Results) framework and its importance in achieving organizational and departmental goals. It will highlight how to craft impactful objectives and measurable key results to ensure everyone is focused on outcomes rather than outputs and understands how their work contributes to institutional priorities.</p> <p>Leadership Competency Framework – Leading the Organization/Area</p>	
Facilitator Marcela Ciampa Organizational Effectiveness Strategist	Location Freed-Orman Commons
April 7, 2026 9:00 am – 11:00 am	HR Foundations for Leaders – Workplace Accommodations
<p>This session will enhance understanding of workplace accommodations as it relates to disability, including mental health accommodations. Key topics will include the principles of accommodation, the duty to accommodate, the duty to inquire, and the duty of care. Additionally, the workshop will cover the University of Windsor’s workplace accommodation process and the supervisor’s role in it.</p> <p>Leadership Competency Framework – Leading Others, Leading the Organization/Area</p>	
Facilitators Lisa Kiritsis, Manager, Occupational Health and Safety Allison Sibley, Workplace Accommodation Specialist Cherie Gagnon, Accessibility Specialist	Location MEB 3102 A&B

