

Title of Submission	UT M.B.A. High Performance Leadership: Work-Life Balance Builds Marathon Runners
Topic Area	Business Education or Curriculum Development Reports on Issues Related to Teaching Education: Innovative Instruction
Keywords	Leadership; Innovative Teaching; Work-Life Balance; M.B.A. Education
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**UT M.B.A. High Performance Leadership:
Work-Life Balance Builds Marathon Runners**
Submitted October 28, 2002
(Report on Innovative Instruction Techniques)

Abstract

The theme of the University of Tampa M.B.A. program is *creating value through strategic leadership*. In support of the theme, the University of Tampa introduced the M.B.A. High Performance Leadership workshop (HPL) in the fall semester, 2000. The five-session, Friday night, Saturday and Sunday time period was a departure from the typical Monday through Thursday day or evening classes of the M.B.A. program. The HPL was designed to be the major component of the five-component Strategic Leadership Development Program. HPL involves a cross disciplinary approach by involving faculty from the College of Liberal Arts and Sciences (CLAS) and John H. Sykes College of Business (COB), external subject experts, and executives from the Tampa Bay business community. The success of the HPL workshop is evident from the increased enrollment and the consistently-high student evaluations.

Innovative Instruction Techniques Discussion

The discussion session involved an in-depth description of the following:

- Design of the UT Strategic Leadership Development Program
- Design of the High Performance Leadership Workshop
- Objectives
- Involvement of faculty and external subject experts
- Involvement of Tampa Bay business executives
- Overview of subject areas included in workshop
- Explanation of student projects
- Administration requirements
- Selection criteria for utilizing Kouzes & Posner theoretical base
- Reaction of students
- Impact on M.B.A. program and classes
- Monitoring of personal commitment plans

M.B.A. HPL Workshop Design

The pedagogical iterative approach of the M.B.A. HPL involves individual assessment, rationale for inclusion of specified area, presentation of achievement in specified area, strategies for improvement, and one-week commitment plan for specified area. At the conclusion of the workshop, each student creates a one-year commitment plan which includes at least two commitments for change in both the wellness portion and the leadership development portion. Students' progress with their personal commitment plans

is monitored and supported through a mentoring process involving community corporate executives.

The topics included in the HPL workshop are as follows:

- Leadership: then and now
- Kouzes & Posner Exemplary Leadership
- Stress Management
- Conflict Management
- Wellness Wheel
- Psychological Well Being
- Nutrition
- Physical Wellness