

## Testimonials

*Having worked at WMU for eighteen years, I was surprised to discover how much I did not know about the university. The employee leadership development program was well-organized and exposed me to new people, places, and information from all across campus. As with most things, the most important component of the program is the people; existing relationships with colleagues are strengthened and new friendships are formed. I found the program to be worthwhile and the eight-month commitment was not nearly as daunting as it sounds. Recommended for any WMU staff employee who aspires to improve their leadership skills and learn more about university operations.*

- Nick Griffith, Director of Treasury Services, Investments and Endowments Management

*“The Employee Leadership Development Program is about more than just learning leadership skills, it provides an inside look at how WMU operates. I appreciated the opportunity to meet directly with WMU leadership and learn more about how their roles impact the university. It was also a great opportunity to build connections with colleagues from across campus, whom I don't usually interact with in my current role.”*

- Christy Chambers – Budget Analyst, College of Education and Human Development

*“After completing this program, I feel I have been officially inducted as a Western employee. The sessions were informative, and the close interaction with senior leaders was truly inspirational. I made acquaintances with many people from various departments across the university, and it's wonderful to see those friendly faces around campus. Overall, I believe it has made me a better Bronco than before.”*

- Nusrat Nabi – Market Research Analyst, WMUx

*“Employee Leadership was an informational bonanza, as well as a wonderful way to get to know campus, others who work across campus, and some of the thought and care and minds that go into making Western what it is.*

*I appreciated Bob and Warren as our facilitators so much. Communication and food were always plentiful, and it felt like personal care and authentic desire to see us engage and benefit from the program. I feel professionally friendly (profriendly?) attached to the people from my cohort and it's quite nice to be able to do my regular job functions and realize that I now have personal connections to other people in other departments across campus (and within my own department). I wouldn't have had those without the program.”*

- Lauren McMullan - Instructional Technology Specialist, WMUx

*“Participating in the Employee Leadership Program was a transformative experience. The program took us to new places, including exclusive behind-the-scenes tours of buildings and areas I had never visited, where we learned about university business and the institution's leadership operations. One particularly enlightening session involved understanding the intricacies of the university budget, giving us a deeper appreciation for the complexities of academic administration. A highlight was pushing my personal boundaries on the high ropes course, which was both challenging and exhilarating. Moreover, I forged lasting connections with peers from across the campus, creating a diverse and supportive network. This program not only enhanced my leadership skills but also broadened my horizons in ways I never imagined. I highly recommend it to anyone looking to grow both personally and professionally.”*

- Tracy Matthews, Compensation and Benefits Analyst, Human Resources

*“The Employee Leadership Development Program is a fantastic professional development opportunity that not only enhanced my knowledge of different areas within the university but allowed me to make some wonderful connections with people from across campus.*

*The sessions were highly engaging, informative, and covered a wide range of topics. This experience helped me learn more about my own personal leadership style and provided me the opportunity to cultivate skills imperative for effective leadership. I highly recommend this program to anyone at Western Michigan University aspiring to unlock their full potential as a leader!”*

- Michelle Brown, Navigation Specialist - Case Manager, Student Affairs/Dean of Students

*Participating in the WMU Employee Leadership Development Program was an incredibly enriching experience. The program provided broad exposure to various areas of the university, allowing us to understand how WMU operates from multiple perspectives, from finance to HR to board governance. This deep dive into the university's inner workings highlighted the complexity of running a large institution and the sophisticated systems (and people!) required for smooth and efficient operation.*

*One of the standout aspects of the program was the opportunity to hear directly from many of WMU's leaders. We witnessed a diverse array of leadership styles and philosophies, which reinforced my pride in knowing that smart, capable individuals are guiding our university. It was inspiring to see that there isn't a single blueprint for effective leadership here at WMU.*

*Additionally, the program allowed me to connect with a fantastic group of colleagues from various backgrounds and departments. These connections have already proven valuable in cross-departmental projects, where the shared experience of the leadership program has fostered collaboration and understanding.*

*Overall, the WMU Employee Leadership Development Program not only broadened my knowledge and appreciation of the university's operations but also strengthened my professional network, making it an invaluable experience for anyone looking to grow as a leader within WMU.*

- *Beth Pappalardo, Director, Marketing and Communications, WMUx*

*Leadership Development was a unique opportunity to learn and collaborate with WMU leadership and colleagues from around the University. I was able to develop connections with other departments and increase my understanding and knowledge of the different functions carried out on campus. I learned about leadership from the leaders, the university budget from those who work closest with it, and conflict resolution from people who handle it daily. The most valuable portion of the experience was learning how I fit into a team. Learning what my strengths are, and to trust my team or use my resources when needed. The last month, I was allowed to challenge myself on my terms with no judgment. I recommend the program to anyone looking to contribute to the University.*

- *Karmella Todd, Administrative Assistant Sr, Office of Business and Finance*