

WHY CHOOSE ACADEMIC IMPRESSIONS

for

DEPARTMENT CHAIR DEVELOPMENT?

Department chairs play a pivotal role in driving success across your institution, but the transition to leadership can be challenging without the right support. While many leadership development programs focus on administrative tasks, Academic Impressions is different. We equip chairs with the **transformational leadership skills** they need to address the challenges they face every day—**running effective and collaborative meetings, managing resistant faculty or staff, resolving conflicts, and building trust across their teams**. These practical, immediately applicable skills empower chairs with the confidence and tools to navigate complex dynamics and lead effectively.

Here's how Academic Impressions stands out among other leadership development programs.

What You Get with Academic Impressions

Our **Department Chairs Success Program** is a comprehensive, tailored experience that includes:



A Custom Design Session

Start with a personalized planning session to align the program with your institution's specific goals and priorities. Together, we'll create a roadmap that ensures your chairs' success.



An In-Person Conference for Each Department Chair

Each participant attends a transformative, **two-day conference** designed to build leadership foundations, develop critical skills, and foster valuable peer connections.



Six Structured Group Coaching Sessions

Following the conference, participants will engage in six virtual group coaching sessions. These sessions focus on addressing **real-world challenges, like managing difficult faculty, resolving conflicts, and building trust within teams**. Participants leave with actionable strategies they can implement immediately to strengthen their leadership impact and foster long-term success.

What Participants Are Saying About Academic Impressions

“*The Essential Leadership Skills for Department Chairs is one of the most timely and effective workshops I have attended in supporting my growth and development as a department chair. The guided discussions and active learning provided me with tools I can begin using immediately. I also developed a network of peers from across the US.*”

How Academic Impressions Compares

See how Academic Impressions delivers more value and impact compared to other leadership development programs:

Academic Impressions	Other Department Chairs Programs
Program Focus and Strengths	
Leadership-Focused: Emphasizes soft skills (conflict resolution, self-awareness, and relationship-building) while developing strategic leadership capacity.	Often management-focused: Covers administrative skills like budgeting, faculty management, and operations.
Learning Format	
In-person 2-day conference + 6 virtual coaching sessions .	Primarily virtual, with limited or optional in-person experiences.
Cohort Design	
Same institution for team-building and strengthening internal networks.	Mixed institutions, which prioritize external networking but lack internal collaboration.
Customization	
Fully customizable to meet institutional and departmental needs.	Typically pre-designed, offering limited flexibility for specific institutional goals.
Track Record	
Leadership training across all levels of academic leadership, with hundreds of chairs served globally .	Newer programs or specialized tracks with limited scope or reach.
Cost Per Chair	
\$5,367–\$7,450 (all-inclusive, depending on cohort size).	\$1,700–\$8,500, often excluding customization or requiring add-ons for full access.
Total Training Hours	
18 hours (conference + coaching)	Varies; may include shorter sessions spread across weeks.
In-Person Options	
YES	Limited or optional, often focused on brief workshops or single events.

What Makes Academic Impressions Unique?

Here's why institutions across the globe trust Academic Impressions to develop their department chairs:

- **Leadership-Focused Curriculum**

Practical tools to handle conflict, build trust, and develop strong teams, ensuring chairs are prepared to succeed in dynamic environments.

- **Transformational Learning Experiences**

The combination of immersive in-person conferences and ongoing coaching creates a deeper, longer-lasting impact.

- **Custom Solutions for Your Institution**

Tailored to your specific goals and challenges, ensuring every chair's success.

- **Proven Results**

Trusted by over **500 department chairs worldwide**, with **92% of participants** reporting they apply new skills immediately to improve team dynamics and leadership effectiveness.

- **Exceptional Value**

Comprehensive training priced competitively, offering more impact and value than typical programs.

Quick Stats

500+

department chairs
trained globally

92%

of participants report
applying skills immediately

2 + 6

two-day conference for
chairs, and six virtual
coaching sessions

Ready to Empower Your Department Chairs?

Equip your department chairs with the skills to tackle their toughest challenges—from **managing difficult faculty to running productive meetings and building trust**. Academic Impressions offers a tailored, results-driven program designed to create lasting leadership impact and foster thriving departments.

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