

BUILD A BETTER MAINE: EMPOWERING LEADERS, INSPIRING CHANGE

2025 Program



Across all fields and areas of study and practice, leadership is a critical component that distinguishes high-performing companies from their average-performing peers. While leadership development happens within many organizations, there are significant benefits when individuals are developed in an environment encompassing diverse perspectives and experiences.

The Build a Better Maine 2025 program works with individuals from 8-12 Maine companies from various backgrounds. It provides a unique opportunity for participants to learn (instead of being taught*) leadership competencies through classroom discussions, mastermind sessions, and a leadership project.

Program Goals

1. Empower high-impact leaders to drive organizational success
2. Enhance networks of up-and-coming leaders across major employers in Maine
3. Develop an alumni network of participants committed to leading in Maine organizations
4. Connect participants more deeply in Maine to retain talent
5. Strong identification as leaders with a high regard for the program

*Allio, R.J. (2005), "Leadership development: teaching versus learning", Management Decision, Vol. 43 No. 7/8, pp. 1071-1077. <https://doi.org/10.1108/00251740510610071>

Leaders need to meet with like-minded individuals so they can experience being influenced and supported by other business owners dedicated to leveling up. These meetings provide a place and time where people can share dreams and goals, reconcile fears, make life-changing decisions, and celebrate wins. As this happens, true human connection occurs, which is where the magic in business happens.

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Program Outline

The Build a Better Maine 2025 program is a three-month leadership development program. This accelerated program engages up-and-coming Maine business leaders across organizational boundaries and focuses on developing skills and building peer mentor networks to enhance the connectivity between individuals and organizations. The program leverages the expertise of industry veterans from the Maine Business School and Maine Center for a truly dynamic experience.

Length of program	3 months (March-May)
Cost	\$5,000/ participant
# Participants	8-12

Target participant

- Identified as talent on the rise
- An emerging leader
- Has core management skills
- Senior manager or director level (may vary by company)

Five program elements

1. Four full-day meetings with materials provided in advance to prepare participants to maximize the learnings of the day (four total meetings).
2. Delivery of a project within each participant's organization that involves taking on a leadership role. Each participant should have an internal mentor to support the successful delivery of this project.
3. Access to industry experts and materials on cutting-edge leadership practice.
4. Individual reflection on learnings.
5. One-on-one meeting(s) with each of the other participants.

Draft Session Agendas

Session 1 – March 25, 2025

- Kick off the program with remarks from a recognized leader and organizational leaders
- Icebreaker session to build trust and confidence within the group
- Initial personality and leadership assessment with coaching
- Overview of the program: its goals, process, project, expectation setting, and introduction to leadership roadmap
- *Lunch*
- Introduction of leadership characteristic #1 – Self-awareness
- Mastermind session: peer mentoring on leadership issues related to topic #1

Session 3 – May 6, 2025

- In-gathering and sharing of reflections since last meeting
- Mastermind session: project development and leadership challenges
- Introduction of leadership characteristic #4 – Cultivating and maintaining relationships + delegation
- *Lunch*
- Introduction of leadership characteristic #5 – Resilience and persistence
- Mastermind session: peer mentoring on leadership issues related to topics 4 & 5
- Articulation of goals/next steps for next meeting

Session 2 – April 15, 2025

- In-gathering and sharing of reflections since last meeting
- Mastermind session: project development and leadership challenges
- Introduction of leadership characteristic #2 – Learning agility
- *Lunch*
- Introduction of leadership characteristic #3 – Ethical leadership in decision making
- Mastermind session: peer mentoring on leadership issues related to topics 2 & 3
- Articulation of goals/next steps for next meeting

Session 4 – June 3, 2025

- In-gathering and sharing of reflections since last meeting
- Mastermind session: leadership challenges and lessons
- Introduction of leadership characteristic #6 – Empathy
- *Lunch – Internal mentors and Steering Committee invited*
- Presentation of the projects and outcomes, with leadership lessons identified
- *Dinner – CELEBRATE!*

Potential Topics Include



1 Ethical decision making

2 Effective communication

3 Conflict management

4 Inspiring & motivating others
(rewarding & recognizing)

5 Delegation & empowerment

6 Promoting effective decisions
making

7 Promoting innovative thinking

8 Building employee
engagement

9 Understanding a systems
approach

10 Servant leadership

11 Listening strategies

12 Performance feedback

13 Mentoring & coaching

Program & Participant Assessment Activities



We propose using the following methods to assess the effectiveness of the Build a Better Maine program:

- **For participants**

- Pre/post qualitative instrument to measure critical leadership behavior skills
- 360 assessment utilizing mentors/instructors/peers
- Qualitative interviews with participants pre/post-participation

- **For the program**

- Network mapping of participants
- Track the career path of participants at 6 months, 1 year, 2 years, and 5 years post celebration.

Past Participants:



Program Leadership



Jason Harkins, Ph.D.

Executive Dean, Maine Business School &
Graduate School of Business

Expertise in strategy, entrepreneurship and
leadership. Founder of Scratchpad
Accelerator.



Seth Goodall

CEO of Maine Center Ventures &
Executive Director of the Maine Center

Expertise in leadership, public policy, and
business development.



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Graduate School of Business



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Thank You!

umaine.edu/business/maine-business-institute
mbsdean@maine.edu

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