

*(To translate this text, copy/paste into [Google Translate](#).)*

I was hired in 2014 to start a leadership development program here at the University that would look for leaders at all levels and at all roles across the entire organization. The Cornerstone Program is a year-long in-person leadership development experience for folks from across the entire organization, and the goal of the program is to accelerate the development of the participants a little faster than it might normally occur, so that they are better prepared for future roles and career progression here at UVA.

My biggest takeaway from the mentorship program is that I'm learning right along with my mentee. I'm seeing the university through their eyes.

Even though I was in the second cohort and now we're celebrating the 10<sup>th</sup> cohort, the 10<sup>th</sup> year, it is still so impactful to everything that I do. It didn't stop. It gives you the confidence to reach out to people, it puts faces with names, and it makes people more humanized individuals in their journeys and their experiences. I could go on and on.

I think the mentoring experience was my favorite part of the Cornerstone program. I had a wonderful mentor who met with me regularly. She asked really great questions, really helped talk me through some of those situations, and offered advice. We are still friends to this day, and we still meet 3-4 years later.

For me, it was really a chance to peek out from the Medical Center and see what else happens in the institution. It really opened my eyes to all the operations and decisions and people that come together to make UVA what it is. I think that the 360 review is really insightful, being able to hear from various stakeholders and colleagues where I was doing well and where I had opportunity.

Having been in the Medical Center for as long as I was, I really was not aware of all the departments and activities that happened on the Academic side. Cornerstone was bringing 30 different people into a room that all had vastly different experiences and different day-to-day jobs. And it was a great way to learn.

We do the work in University advancement of building community and raising resources to support this great institution. And we can easily forget that there can be connections made all across this great institution that help the school, that help our work, that help our teams, that help the University as a whole. Meeting leaders from all these different areas, schools, centers, different central functions, different positions—that was so important for my development as a UVA leader.

I was asked to be an interim executive director for the Career Center and everything that I had just learned in Cornerstone really helped set me up for that new leadership position.

It's about relationships for growth, to make our institution a better place.