Leaders know that we are committed to their success. They trust our extensive experience, knowledge and skills. Our reputation is built on integrity, confidentiality, and dedication to the best interests of each and every client.”

—Vicky Foxworth, CLOC Director

The Center for Leadership & Organizational Change (CLOC) provides personalized coaching for leaders and a full array of consulting services to University academic and administrative departments. It is part of the Office of the Vice President for Academic Affairs and Provost.

CLOC staff are successful because we partner with each of our clients. We know that no two University units operate exactly the same way or face identical challenges. We customize our approach to help clients respond to current challenges and set specific goals for future direction. Each project is further enhanced through the use of CLOC’s diverse Peer Consulting Network, whose members possess first-hand knowledge of the University of Maryland and its culture.

Whether your need is to improve group or individual performance, develop long range goals, reduce conflict, or conceptualize and implement strategic initiatives, CLOC is the ideal partner to help you get tangible results.
Leadership Coaching

Leadership is the single most important factor in achieving organizational goals and reaching excellence. CLOC works with mid- and upper-level decision makers to help them become more effective. Clients drive the agenda; the focus is on coaching each leader to meet his or her targeted goals. With CLOC’s confidential, results-oriented support, it doesn’t have to be lonely at the top.

Grant Partnering

Communication and collaboration are key to the success of large multi-disciplinary or multi-institution research projects, Centers or Institutes. CLOC gets grant teams on the same page: determining effective communication methods, defining roles and responsibilities, and defusing turf battles. Our partnership management process strengthens grant teams at any stage of a collaborative project from proposal preparation to project launch to mid-course correction.

Strategic Planning

Long-and short-term plans are vital to imagining and building dynamic, effective organizations. An excellent strategic plan—not just a report on a shelf—is created by putting the right people at the table. CLOC partners with colleges and departments to help them identify key participants, define vision and mission, set goals and objectives and create solid action plans that lead to concrete achievements.