

Fostering Career Preparation through Competency Development in Student Leader Positions

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Framework for today

- Introduction to LEAD and what we do
- Who are the Leadership Consultants
- What is the Leadership Legacy Project/Digital Portfolio
- Theoretical Foundation behind the Leadership Legacy Project/Digital Portfolio
- Student Presentation: Leadership Legacy Project/Digital Portfolio
- Challenges and Successes (advisor and student perspective)
- Pair and Share
- Questions, Comments, and Discussion

What is LEAD (Leadership, Education, and Development)?

- “The LEAD Office works collaboratively with students, faculty, and staff to provide leadership education, training, and development for students at all levels of leadership development. **We believe that every student has the potential to be a leader** and we help students develop as effective, ethical leaders through a series of workshops, conferences, classes, speakers, dialogues and retreats. Our programs are tailored to students at different levels of leadership development and provide opportunities to develop a strong sense of self, augment critical thinking and interpersonal skills, develop global and cultural competencies, and cultivate organizational skills for transition into the professional world.”



Leadership Consultants

- “Leadership Consultants are an inclusive and diverse group of students who work collaboratively with the LEAD Office to provide high quality leadership training programs and development for Mason students. We strive to challenge and engage students in their personal leadership development while infusing core leadership competencies.”

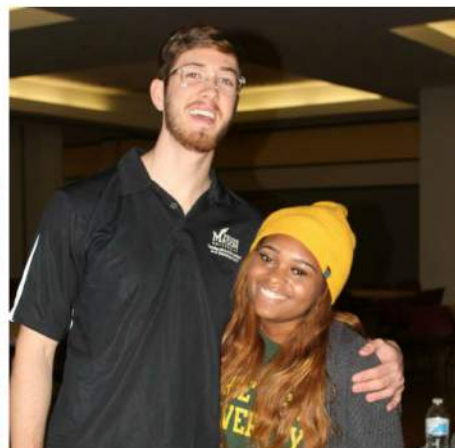


Leadership Legacy Project

- E-Digital portfolio created by the student
- Opportunity for students to self-reflect on their experience as a Leadership Consultant and active member of the Mason community
- Chance for students to showcase what they have learned and their experiences with members of the campus community
- Tangible tool/resource for students to use
 - Job and Internships
 - Scholarships
 - Graduate School, Assistantships, and Fellowships

Theoretical Foundation

- MasonLeads Competency Model
 - Student Self Assessments (3 times a year)
 - Advisor Assessments (2 times a year)
- SEED Leadership Program (*previous 2014*)
- Patriot Experience/Student Success Model (*current 2015*)



Mason Leads Competency Model

- “Leadership involves **setting a vision**, generating the energy to grow and sustain the vision, mobilizing collective action around this vision, **collaborating with others**, and **valuing the diverse expressions** of leadership. Leadership **requires self-awareness and self-reflection** as we **critically access our capacity** in the various competency areas and set goals for continuous leadership development.”

○ Source: MasonLeads



Mason Leads Core Leadership Competencies

- Core Leadership Competencies
- Establishing and Sustaining Relationships
- Developing the Self
- Communication
- Developing Others
- Making Informed Decisions and Solving Problems
- Negotiating and Managing Conflict
- Acting with an Awareness of Social and Cultural Dynamics
- Adapting to Change and Thinking Creatively
- Using Systems Thinking
- Practicing Well-Being (*new for 2015*)
 - *Source: MasonLeads*

SEED Leadership Program (previous 2014)

- LEAD's original efforts to link the curricular and co-curricular components of the university allowing for theory and practice to be integrated in a student leadership laboratory.
- Four Guiding Principles:
 - Service
 - Ethics
 - Engagement
 - Diversity
- For 2015, we will be transitioning to the Patriot Experience



Patriot Experience (Student Success Model)



Student Presentation

<http://www.taylorsprague.onmason.com>



Student Debrief

Successes

- Developing valuable web editing skills
- Creating a holistic professional tool to use when networking and applying for positions
- Ability to personalize and be creative, therefore taking ownership of my own experience

Challenges

- Clearly expressing my experiences in writing and being able to accurately depict what I learned
- Working from a vague idea without a former template to refer to

Advisor Debrief

Successes

- Seeing students create something tangible that captures their learning, growth, and development
- Allows for students the opportunity to truly reflect on what they have learned and how it is beneficial in their lives
- Opportunity to bring in other campus/ community involvement and “connect the dots” – utilizing “systems thinking”
- Provides a space to share qualitative data and learning successfully (ex: sharing our story)

Challenges

- Time consuming for advisor (ex: providing tech support, reviewing reflections and providing, feedback, etc.)
- Varying levels of technical experience for students

Pair and Share: Discussion

- Would this be something you would like to incorporate into the work you do with your students? (If yes, why? If no, why?)
- What are some ways you could pilot this with your students?
- How could this be beneficial to the students you work with?
- What are some ways this could be helpful when putting together end of the year reports, highlighting students experiences, or sharing your story?



Questions?

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