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ILCP: Enhancing Your Students' Authentic Leadership Potential through Building Emotional Intelligence

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ILCP: Tapping Student Authentic Leadership Potential through Building Emotional Intelligence



Who...are you?

Why...are you?

How...have you demonstrated that?

Inspiring Leaders Certificate Program (ILCP)



Building Transferrable Skills in a Living Learning Laboratory

- *How can a partnership between your students' classroom experience and your school's leadership certificate program help students articulate the answers to the tough questions scholarship applications, graduate schools and employers are asking?*
- **WHO** *(strengths and challenges) are you?*
- **WHY** *(what motivates your choices) are you?*
- **HOW** *(what concrete examples) have you demonstrated that?*

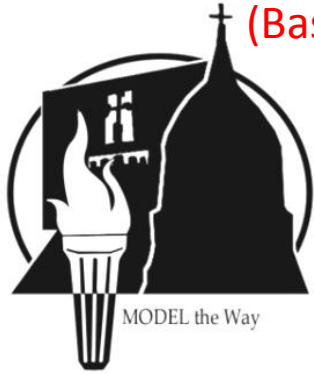
Potential

*The ILCP program is a great example of the kind of program that develops significant leadership skills in our students. In particular, leadership focused competitive fellowship sponsors are looking for students who have the potential to serve as change agents in the world throughout their lives. ILCP coupled with actual leadership experiences where students engage with real solutions to issues present in their lives and communities, are the basis for demonstrating how one has made a difference **now** and how one expects to make a difference in the future.*

Dr. Richard White
Director of Honors Program

The Five Practices of Exemplary Leadership

(Based upon Kouzes and Posner's *Leadership Challenge*, ed. 2002)



MODEL the Way

Model the Way

Strive to make a balance between your beliefs and others

Corresponding Benedictine Values: Stability, Stewardship

Challenge the Process

To stay the same is to accept what is mediocre

Corresponding Benedictine Values: Taking Counsel, Truthful Living



CHALLENGE the Process

Enable Others to Act

Build relationships with trust and respect

Corresponding Benedictine Values: Respect for Persons, Hospitality



ENABLE others to act

Inspire a Shared Vision

Work to create a visible vision for the whole team to work towards

Corresponding Benedictine Values: Listening, Community Living



INSPIRE a Shared Vision

Encourage the Heart

Continually encourage and praise others for their hard-work and successes

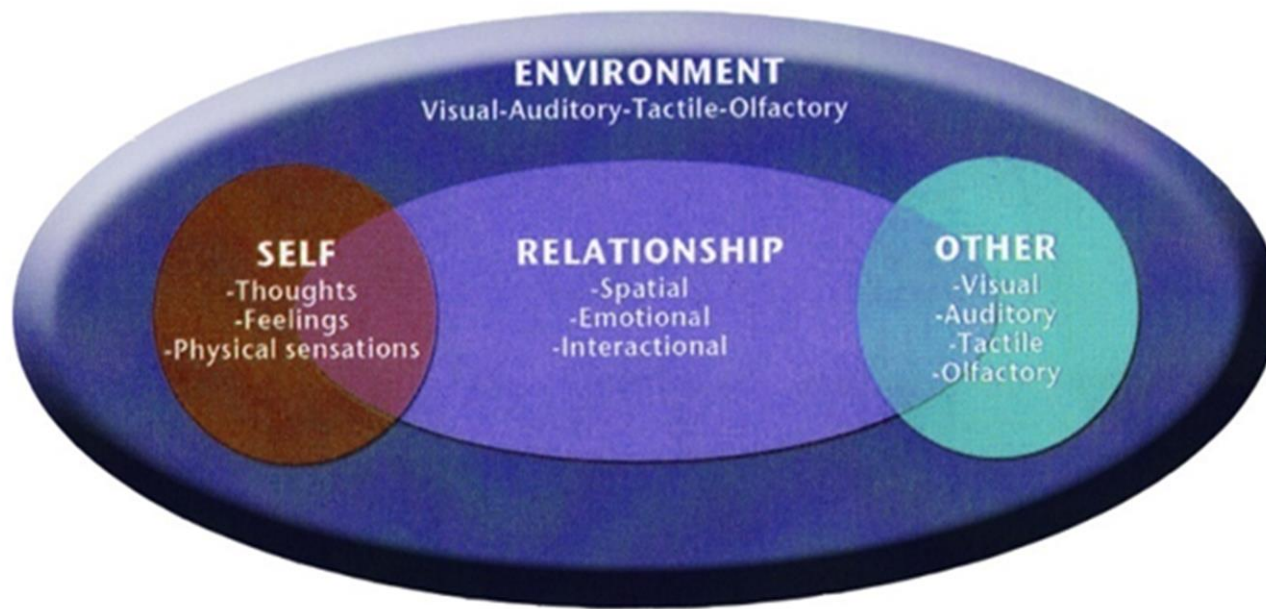
Corresponding Benedictine Values: Community Living, Hospitality



ENCOURAGE the Heart

Enhancing Emotional Intelligence (EQ)

The World of Awareness



Striving for Self-Mastery to Make a Difference

Emotional Intelligence

EQ is made up of two factors:

Intrapersonal Intelligence,

the ability to know and accept oneself
and *interpersonal intelligence*, the ability
to effectively work with other people.

Six Competency Components of EQ

What Type of Leader Are You?, Ginger Lapid-Bogda Ph.D.

Strive for Self-Mastery



ILCP Certificates

Bronze Certificate

Silver Certificate

Gold Certificate

Emerald Certificate

Opal Certificate

Sapphire Certificate

Diamond Certificate



BRONZE LIFE SKILLS CERTIFICATE

EQ: Self Awareness

EQ: Self-Responsible & Self-Motivating

The Bronze Certificate provides pathways for personal growth and development, and offers a range of individual and group leadership skills.

Learning Goals & Outcomes:

- Participants will gain awareness of Kouzes and Posner’s “Five Practices of Exemplary Leadership” as well as the corresponding Benedictine Values.
- Participants will gain understanding of the application of the five practices and Benedictine Values in daily life in order to increase authentic leadership capacity.
- Participants will gain understanding of the SOD/dA method for assessing authenticity in one’s life choices.
- Participants will gain awareness of their leadership personality and the impact on others.

Impact



Learning to be a better leader helped me identify not only my own personal leadership style, but has also taught me to gracefully and effectively allow others to lead. As a communicator in a large and multicultural company, knowing how to both give and take direction is invaluable. I also began consciously developing my personal brand-- how I want to be perceived as a professional and as a person-- in my ILCP classes. The opportunity to focus on and develop who I am and who I wanted to be was an enormous gift, and one for which I am very grateful.

Mallory Heinz
CSB Alumni, 2011
Professional Intern, Epcot Internal Communications
Disney Corporation



SILVER PRACTICING LEADERSHIP CERTIFICATE

EQ: Responsive to Meaningful Feedback

EQ: Self-Managing & Emotionally Mature

The Silver Certificate offers additional skill development, assists students in higher level group development, explores the range of personal learning and leadership styles, and helps students discover their strengths and effective leadership practices in working with others.

Learning Goals & Outcomes:

- Participants will gain awareness of their personal approach to effective problem solving.
- Participants will gain awareness of presentation skills to enhance leadership communication.
- Participants will gain insight and learn techniques to work more effectively with diverse personalities.

GOLD PERSONAL LEADERSHIP MODEL CERTIFICATE

EQ: Personal Vision with Integrity

EQ: Personality Integration through Lifelong Learning

The Gold Certificate provides opportunities to explore a wide variety of leadership theories and models, examine ethical issues, assist individuals in developing a personal, values-based leadership model and requires individuals to demonstrate their personal leadership model in action.

Learning Goals & Outcomes:

- Participants will gain insight into the application and benefit of the Benedictine Values in their personal leadership model.
- Participants will gain awareness of ethical issues.
- Participants will gain awareness of diverse leadership styles.
- Participants will be able to articulate their personal, values-based leadership model.
- Participants will actively demonstrate their leadership skills to the campus/greater community.

Impact



As a manager to over 100 leaders in the Teach For America program I have to spend a lot of time coaching and building others skills. The ILCP courses taught me the power of self reflection and really set me up to enable others to act. As a result I have been a much stronger coach and partner in my work.

Mark Osborne

SJU Alumni 2007

Teach for America - Manager Teacher Leadership Development



EMERALD PROFESSIONAL DEVELOPMENT CERTIFICATE

The Emerald ILCP Certificate is sponsored by the Student Employment Leadership Team (SELT)



EQ: Responsive to Feedback

EQ: Self-Responsible & Self-Motivating

The Emerald Certificate is designed to provide opportunities for students and student employee supervisors to enhance personal and professional skills through developing meaning from work place culture and building transferrable skills.

Learning Goals & Outcomes:

- Participants will gain awareness of leadership techniques to deal effectively with conflict.
- Participants will gain awareness of how to work effectively with other communication styles.
- Participants will gain insight into the responsibilities and tools for effective supervision.

Impact



Inspiring leaders is our passion! The student employment program at CSB/SJU is designed for students who view their employment as an instrument to cultivate transferrable leadership skills that will last a lifetime. Our partnership with ILCP allows student employees to tap their full leadership potential in the experiential learning lab of their campus jobs.



Barb Fahnhorst
Former Director
CSB/SJU Student Employment

OPAL INTERCULTURAL COMPETENCY CERTIFICATE

EQ: Personal Vision with Integrity

The Opal Certificate in Intercultural Competency is designed to provide participants with exposure and information surrounding various aspects of intercultural and identity issues. Recognizing the multiple levels of diversity which occur in our local, national, and global societies..

Learning Goals & Outcomes:

- Participants will explore the concept of stereotypes and how they are created.
- Participants will gain understanding of pieces of personal identity, values/value systems and general biases based on experience/values/identity.
- Participants will discover and practice communicating about personal experiences and identity.
- Participants will gain understanding of what messages are being sent about community and aspects of identity.

Impact



As a U.S. Army Officer, to get a timely result (whether that's executing an order or changing policy to affect the organization I direct), I have to efficiently communicate to the Soldiers I lead. My early professional development with ILCP tools and programs leads me to empower peers and subordinates with information to successfully accomplish a task regardless of their personality, attitude, or experience.



Andrew Zimmerman
SJU Alumni 2009
United States Forces – Iraq
Alpha Company, 377th Military Intelligence Battalion

SAPPHIRE GENDER AND LEADERSHIP CERTIFICATE

DEVELOPED IN COLLABORATION WITH:

Sister Nancy Hynes
Institute for Women's Leadership

COLLEGE OF SAINT BENEDICT



EQ: Self Awareness

The Sapphire Certificate is designed to explore leadership in terms of gender. Students who complete the Sapphire Certificate will have the ability to take a gender lens to leadership theories and principles, understand how gender affects personal leadership identity, and acquire skills to respond effectively to gender-related challenges they encounter in leadership positions.

Learning Goals & Outcomes:

- Participants will be introduced to the gender lens of leadership theories and principles.
- Participants will gain understanding of how gender affects personal leadership identity and authenticity.
- Participants will be able to identify ways to respond effectively to gender-related challenges.

DIAMOND CIVIC LEADERSHIP CERTIFICATE

*DEVELOPED IN COLLABORATION WITH THE EUGENE J. MCCARTHY
CENTER FOR PUBLIC POLICY AND CIVIC ENGAGEMENT*

EQ: Responsive to Feedback

EQ: Self-Responsible & Self-Motivating

The Diamond Certificate provides participants with an enhanced civic knowledge and leadership skills necessary for individual and organizational success in civic leadership. Through engagement in public action and reflection, participants will acquire skills for authentic community-based leadership.

Learning Goals & Outcomes:

- Participants will acquire participatory leadership skills necessary for individual and organizational success in political and civic life.
- Participants will enhance their awareness of political structures and articulate and evaluate their individual civic values and competing values.
- Participants will increase their understanding and use of theories and skills related to collective decision making, communication, and critical thinking associated with civic leadership and engagement.
- Participants will demonstrate their understanding of political and civic skills through engagement in events on and off campus.

Impact



“It is a great pleasure and privilege for the McCarthy Center to work with the ILCP on the civic leadership diamond gem. The diamond gem offers students unique opportunities to learn skills needed to succeed in non-profit and public policy sectors.”



Dr. Matt Lindstrom
Associate Professor Political Science
Director Eugene J. McCarthy Center for Public Policy and Engagement

Inspiring Leaders Certificate Program (ILCP)

Presenters

- CSB/SJU Staff
- CSB/SJU Faculty
- Monastic Members
- Alumni/Alumnae
- Community Partners
- Current Students
- Campus Speakers



Brian Bell
Civic Education Manager
Minnesota State Bar Association

Reflection Questions

Emerald Certificate

1. What skills will you practice to effectively deal with conflict resolution as a leadership in professional relationships?
2. What have you learned about the strengths and challenges you bring as a leader modeling professionalism?
3. What have you learned about your challenges as a professional in a leadership position, i.e. supervising, training, recruitment and feedback?
4. What communication skills are you choosing to improve as a result of your increased knowledge of diverse communication/leadership styles?
5. Finally, how will your new knowledge and self work impact those who enable you to act and supervise?

Rubric to Measure Learning Outcomes

Emerald Certificate

Beginning....Developing....Accomplished.....Exemplary

- Participant has gained awareness of leadership technique to deal effectively with conflict.
- Participant has gained awareness of skills in working effectively with diverse personalities.
- Participant has gained insight into their sources of stress and how it impacts his/her ability to provide leadership.
- Participant has gained awareness of the elements of meaningful employee recruitment, training and feedback to build leadership capacity in others.

Demonstrated Impact of ILCP

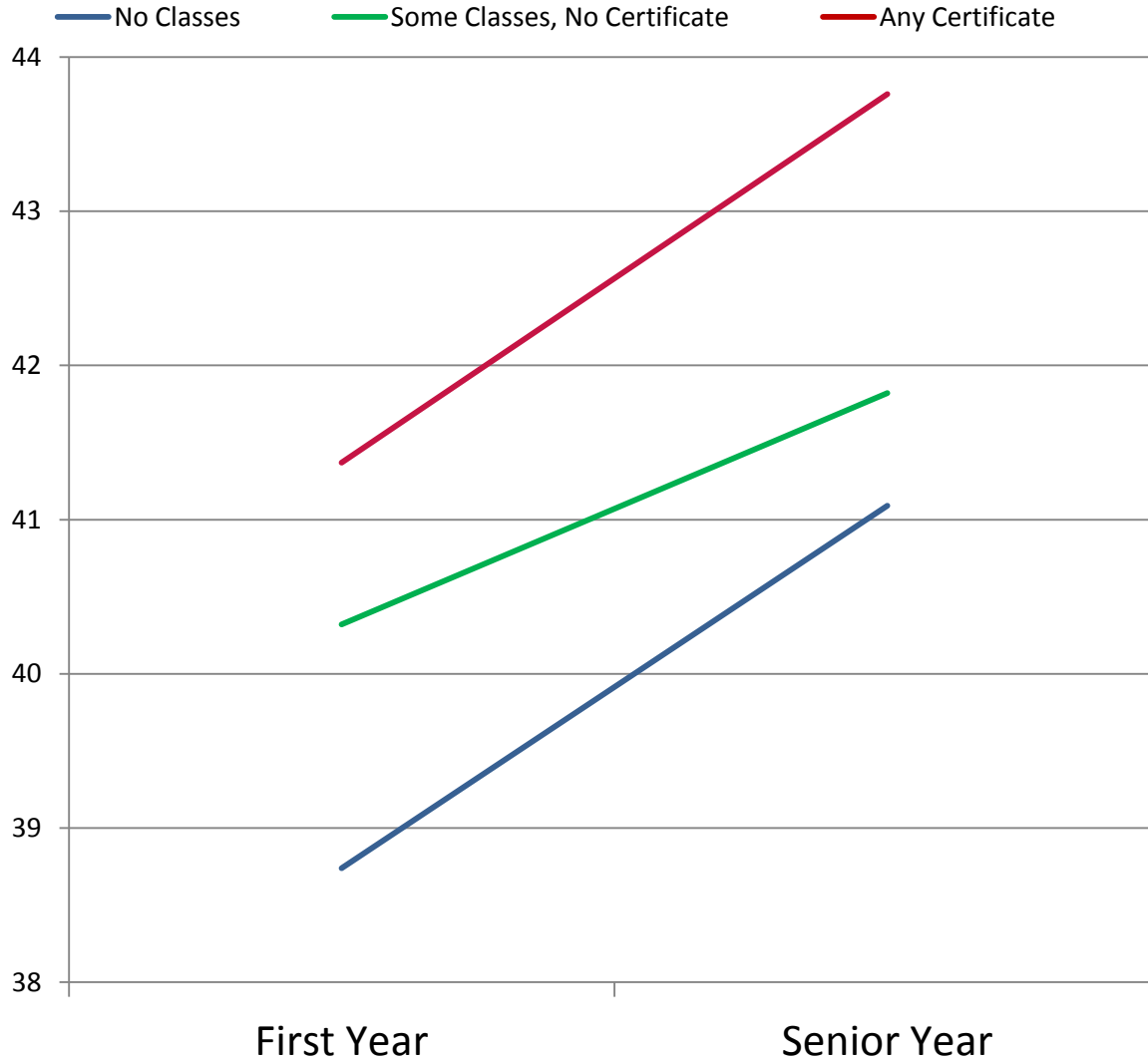
*“Leadership Attitudes and Beliefs:
Changes in Four Years at CSB/SJU”*

Alyssa Sinner

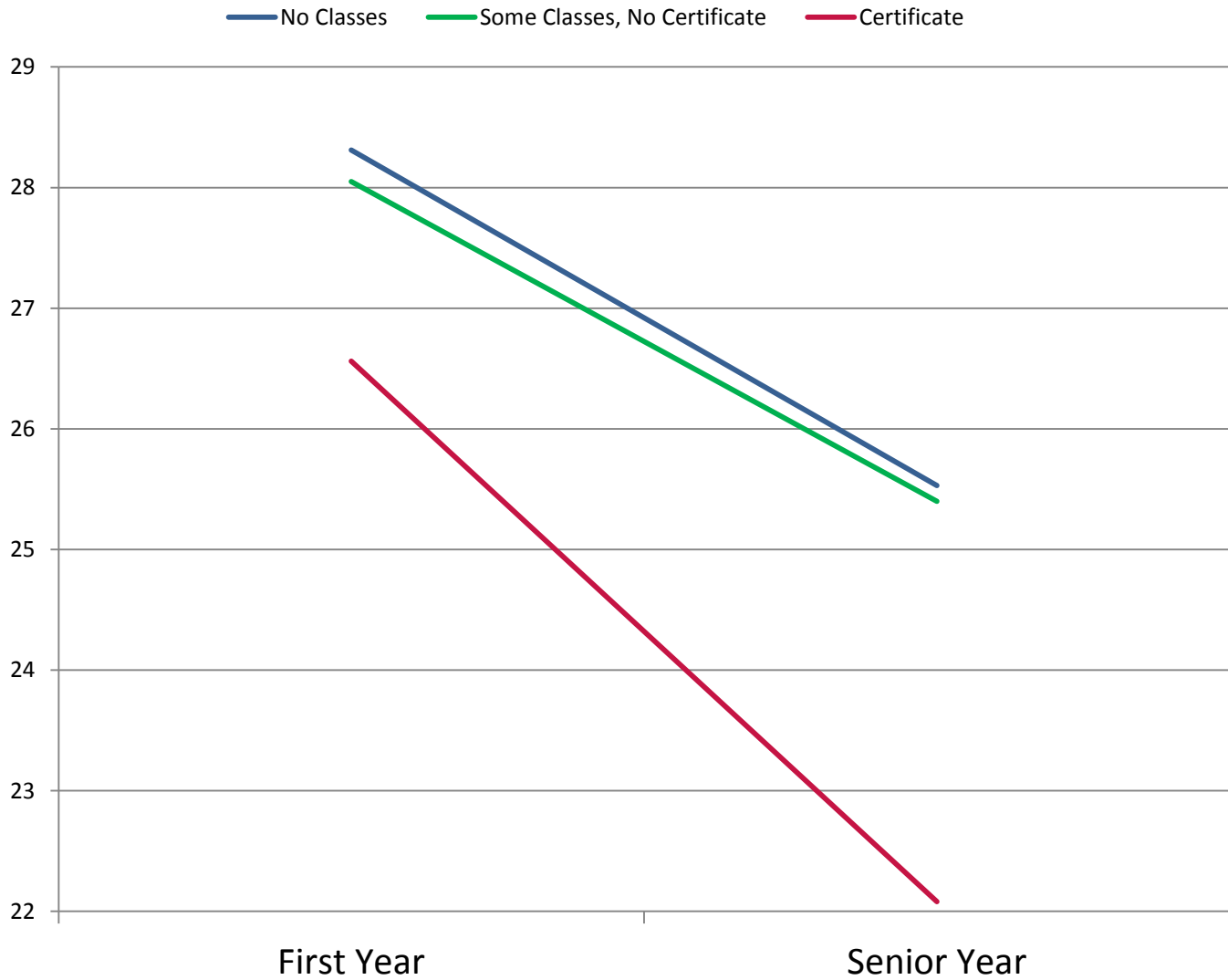
Senior Psychology and Biology Double Major

Undergraduate Research Project 2011

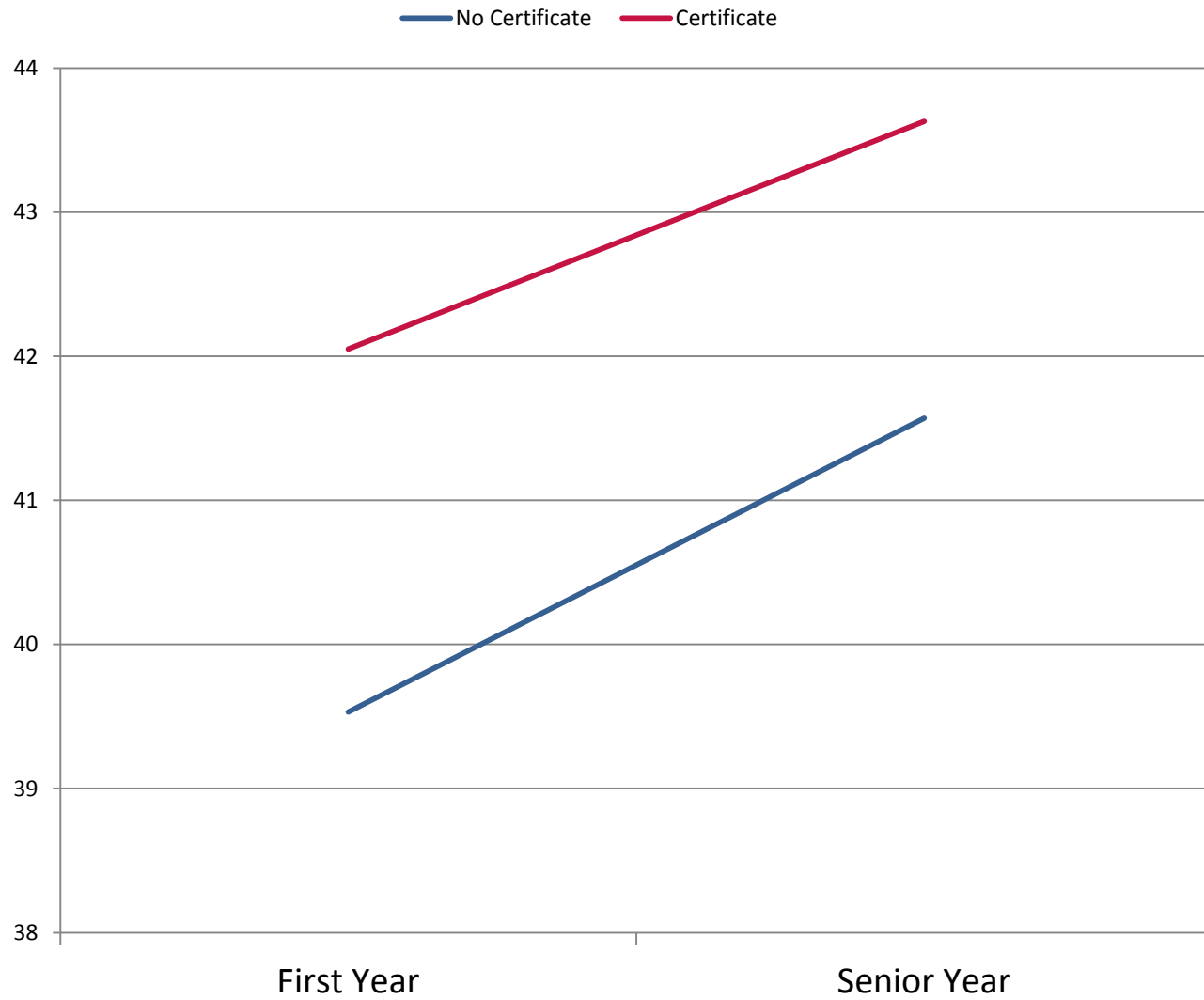
Hierarchical Thinking



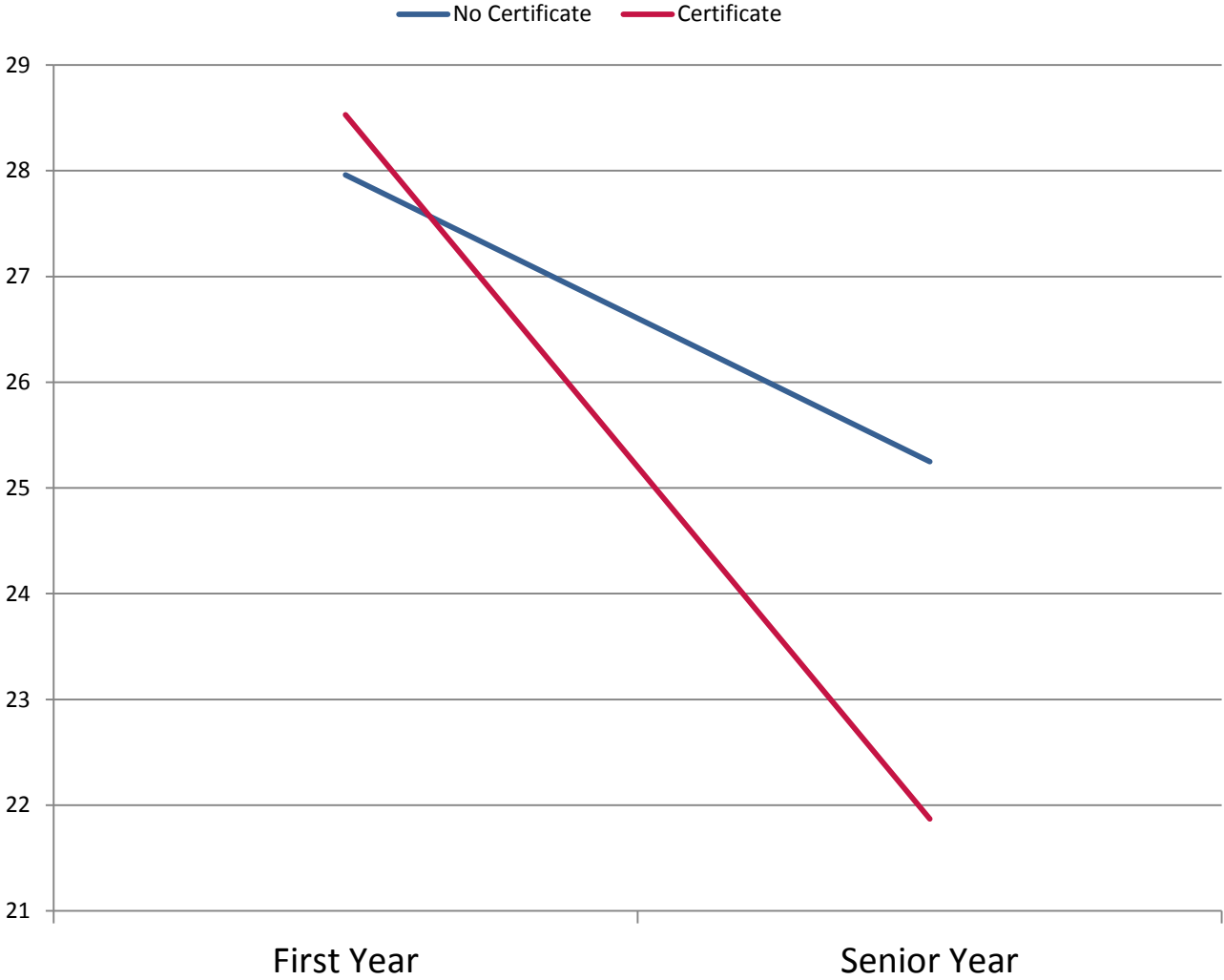
Systemic Thinking



Hierarchical Thinking: Emerald Certificate



Systemic Thinking: Emerald Certificate



Impact

ILCP impacted literally all facets of my life - from my academic and professional endeavors to relationships with my family and friends. In fact, I anticipate that the personal growth I achieved due to ILCP will continue to have a resounding impact for years to come. The program is not about learning what "leaders" are or how to become one. Rather, it is about deep, meaningful, and sometimes difficult introspection, which, if intentional and dedicated, will result in a better understanding of one's self. No person, book or product will make someone a leader, but ILCP provided the insight, questions and inspiration to discover what "leadership" meant to me. It helped me clarify and articulate my passions and my pitfalls, my strengths and my goals. In part because of ILCP, I am on the path to living a life of meaning and purpose.

Peter Banick

SJU Alumni 2009

Honors Student - William Mitchell Law School

Benefits and Challenges

- What would the benefits be to enhance classroom learning with ILCP?
- What would the challenges be to enhance classroom learning through ILCP?

Impact

I have seen ILCP have a powerful impact on students. An effective leader is only as strong as their self-knowledge about who they bring to the table as a leader and the openness to becoming a life-long learning to grow their leadership. ILCP is designed in such a way that we, as faculty, can effectively introduce important concepts of leadership, intercultural understanding, organizational behavior, etc. by partnering with ILCP's many offerings. At the same time, when connected to our coursework we also are planting the seeds for students to self-initiate in the certificate program or individual sessions that will encourage them to grow on their leadership journey. I know for my Management/Global Business Leadership students participating in the offerings in my classroom broadened their perspectives on themselves and their leadership potential.

Margrette A. Newhouse
John & Elizabeth Myers Chair in Management

Impact of Your Partnership

“

WHO ...?

WHY...?

HOW...?

”

Recognition of Values-Based Leadership

Who?

Why?

How?

Awards:

- Challenge the Process
- Model the Way
- Encourage the Heart
- Enable Others to Act
- Inspire a Shared Vision
- Emerging Leader
- Overall Excellence in Leadership

Inspiring Leaders Certificate Program (ILCP)