

LEADERSHIP COMMON LANGUAGE & I LEAD MAROON

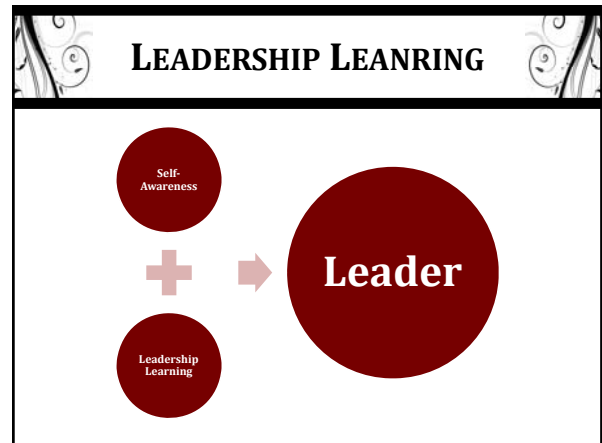
**DIVISION OF STUDENT AFFAIRS
JULY 23, 2014**

LEADERSHIP 101

LEADERSHIP DEFINED

- **Bass** (1990, pp. 11-20)
 - Leadership is a process whereby an individual influences a group of individuals to achieve a common goal.
 - Leadership involves a process (transactional between leader and followers)
 - Leadership involves influence (how leader affects followers)
 - Leadership occurs in groups

(Northouse, 2013, p.6)



LEADERSHIP VS. MANAGEMENT

Leadership	Management
Leaders motivate individuals to get things done	Managers facilitate task completion
Focus on People	Focus on Task

(Bennis, 1989)

COMMON LANGUAGE

WHY?
WHAT IS IT?
HOW CAN I USE IT?

WHY COMMON LANGUAGE?

- Foster collaboration across the Division of Student Affairs
- Create a holistic understanding of leadership opportunities for students matriculating through the institution
- Help us share our story as a Division for the Quality Enhancement Plan

BUILDING BLOCKS TO LEADERSHIP LEARNING

LEADERSHIP LEARNING		
Training	Education	Development
Performance and Reflection of...	Enhancement and Reflection of...	Practice and Reflection of...
Knowledge, Skills, & Attitudes	Knowledge, Skills, & Attitudes	Knowledge, Skills, & Attitudes
Through Engagement in...	Through Engagement in...	Through Engagement in...
<ul style="list-style-type: none"> • Student Employment • Internships • Training programs/workshops • Student Organization Retreats • Student Teaching 	<ul style="list-style-type: none"> • Courses • Certificates/Minors • Independent Study • Research Projects • Creative Projects • Learning Communities 	<ul style="list-style-type: none"> • Learner-Centered Student Involvement • Service-Learning Courses/Experiences • Mentoring/Coaching • Directed Study and Feedback • Intentional Learning Experiences • Self-Reflective Assessments

LEADERSHIP TRAINING

- Activities designed to develop an individual or group's ability to **perform practical skills** that facilitate effective leadership – usually a component of leadership education (Roberts & Allen, 2011)

LEADERSHIP EDUCATION

- A **series of interventions** designed to enhance the **knowledge**, skills, and abilities of individuals interested in engaging in leadership (Roberts & Allen, 2011).
- Leadership Education is the pedagogical practice of facilitating leadership learning in an effort to build human capacity and is informed by leadership theory and research. It values and is inclusive of both curricular and co-curricular educational efforts (Association of Leadership Educators, 2013).

LEADERSHIP DEVELOPMENT

- A continuous, systemic process designed to expand the **capacities and awareness** of individuals, groups, and organizations in an effort to meet shared goals and objectives (Roberts & Allen, 2011)

L. DEVELOPMENT CONTINUED

- Leadership development is a **process** – continuous, progressive, and sequential.
- Leadership development enhances individuals and expands the capacity of **individuals, groups, and organizations** – broadens horizons and changes mental models.
- Leadership development should increase the capacity of the whole system – a **multi-level endeavor** (Roberts & Allen, 2011).



HOW CAN I USE IT?

- Common language can help us accomplish our work better. Ultimately, it will help guide us as we strive to meet the mission of Texas A&M University especially through preparing “students to assume roles in leadership, responsibility, and service to society.”

(Texas A&M, 2013)

HOW CAN I USE IT?

- Education
 - Faculty panelists
 - Approaches to Leadership Theory
- Training
 - Carpool, Corps, Student Workers, ExCEL
- Development
 - Conversations with students
 - Learner-centered student involvement
 - Aggies Commit – Leadership Learning Contracts

I LEAD MAROON

and

THE MAROON & WHITE LEADERSHIP SOCIETY

“...to guide participants in developing their identity as leaders...”

Purpose Statement

The purpose of **I Lead Maroon** is to guide participants in developing their **identity as leaders** through engaging in leadership...

DEVELOPMENT

EDUCATION

TRAINING

... while at Texas A&M University.

Program Content

Designators:

(3)
Development

(1)
Education

(4)
Training

Reflection

I Lead Maroon
Engagement & Induction Timeline



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QUESTIONS