



**An Extra-Curricular Student Leadership Development  
Endorsement Program at Oglethorpe University**

## *i* Oglethorpe University Mission

Oglethorpe educates students to be citizens in a global world, *readies them for responsible leadership*, and empowers them to pursue meaningful lives and productive careers.

We strive to help our students successfully transition to college, graduate in four years, and be prepared for life after graduation.

## *i* Overview of the Oglethorpe Leadership Institute (OLI)

OLI is a four level, self-paced leadership endorsement program open to all students. Level 1, *Self*, explores personal foundations of leadership to enhance self-awareness. Level 2, *Team*, focuses on applying the self-awareness learned in year one to relationships that will ultimately heighten abilities to work collaboratively. Level 3, *Community*, applies systems thinking and the knowledge gained in previous levels to facilitate change in real-world issues. Level 4, *Career*, examines how leadership is practiced in one's chosen professional field. *This is a not-for-course-credit opportunity.*

Students who complete each Level will earn a leadership endorsement on their co-curricular transcript. Students can begin the program at any point during their time at Oglethorpe and work at their own pace.

## *i* Institute Format and Applications

Levels 1 and 3 take place over the course of the spring semester. Levels 2 and 4 take place over the course of the fall semester. Participants must re-apply for each level with applications due by the second Friday of classes at 5:00pm. Applications can be found under the *Forms* section at [connect.oglethorpe.edu/organization/OLI](https://connect.oglethorpe.edu/organization/OLI) after signing in with your OUConnect login information.

# *i* Institute Selection Criteria and Minimum Expectations

All students in good standing in regards to student conduct as well as having a 2.5 GPA (or greater) are eligible to apply for OLI. Emphasis for selection into the program will be placed on effort given on the application submitted by the student and less so on prior leadership experience.

It is expected that students are absent no more than once during each Level's 6 meeting sessions throughout the semester. Additional absence may require the student to restart the Level the following year.

# *i* Learning Outcomes

The learning outcomes below are what guide OLI objectives and what is hoped participants will gain from the program.

Level 1: Self	Level 2: Team	Level 3: Community	Level 4: Career
<ul style="list-style-type: none"><li>• Identify unique leadership strengths, weaknesses and styles</li><li>• Articulate personal values and how these shape the practice of leadership</li><li>• Reflect on the people and experiences that shape their understanding of leadership, motivation to lead, and areas for personal growth</li></ul>	<ul style="list-style-type: none"><li>• Act ethically and enact spoken values in a congruent manner in the context of group life</li><li>• Effectively collaborate with others</li><li>• Articulate the benefits and risks of group conflict, and engage in controversy with civility</li><li>• Begin to understand systems thinking</li></ul>	<ul style="list-style-type: none"><li>• Work with others to integrate information about community concerns</li><li>• Apply systems thinking and knowledge on facilitating change to real-world issues</li><li>• Demonstrate commitment to acting as an ethical and responsibly engaged citizen</li></ul>	<ul style="list-style-type: none"><li>• Understand the leadership culture and practices in their chosen profession</li><li>• Modify leadership practices for success in diverse contexts/cultures</li><li>• Develop leadership in others</li></ul>

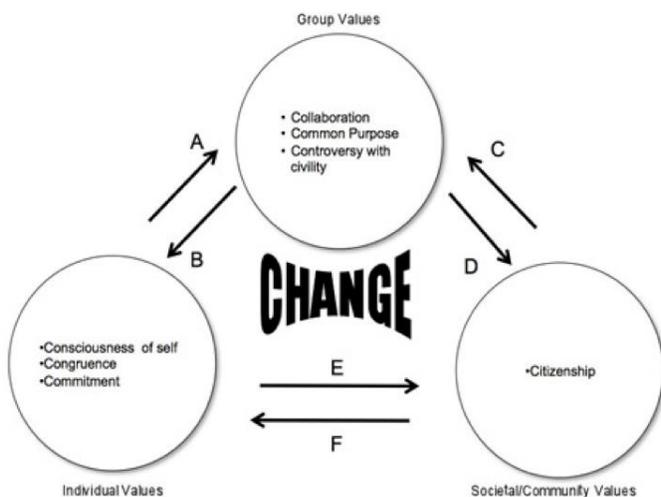


# OLI Theoretical Groundwork

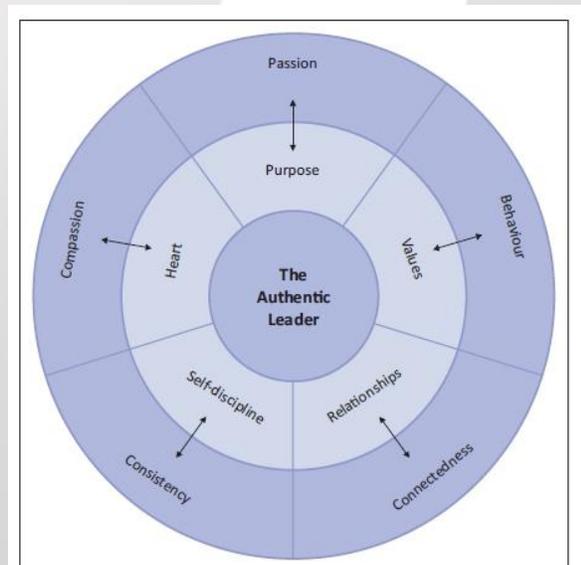
The Social Change Model of Leadership is the cornerstone of OLI. The Social Change Model believes that leadership is a values-based process whereby a leader must explore their individual values and collaborate with others in order to create positive social change for the community (HERI, 1996). Program participants will explore each component of the Social Change Model throughout the program.

In addition to the Social Change Model of Leadership, OLI utilizes Authentic Leadership (George, 2003). According to George, "leadership begins and ends with authenticity." Authentic leaders genuinely strive to serve others by empowering the people they work with to make a difference. In order to become an authentic leader, one must develop their own leadership style, consistent with their personality, character, and values. George proposes that authentic leaders demonstrate five qualities:

- Pursuing purpose with passion
- Practicing solid values
- Leading with heart
- Establishing enduring relationships
- Demonstrating self-discipline



Higher Education Research Institute. (1996). A Social Change Model of Leadership Development (PhD). Los Angeles: Higher Education Research Institute, UCLA.



Source: George, B., 2003, *Authentic leadership: Rediscovering the secrets to creating lasting value*, Wiley, Hoboken, NJ



## Level Contents

### **LEVEL 1: Self** | *Applications Live on Nov. 15, 2017 (due January 19)*

- Feb. 9 – Leadership Summit with Sam Davidson: What is Leadership?
- Feb. 14 – Traits, Skills, and Behaviors of Leadership Excellence
- Feb. 21 – Social Change Model
- Feb. 28 – Favorite Leader Presentations
- Mar. 14 – Personal Branding
- Mar. 21 – Leading with Passion: Personal Mission Statements

### **LEVEL 2: Team** | *Applications Live on Apr. 15, 2018 (due August 31)*

- Sept. 17 – What Makes an Effective Team?
- Sept. 24 – Leadership Ethics
- Oct. 1 – Emotional Intelligence and Conflict Resolution
- Oct. 8 – How to Mentor
- Oct. 22 – Gender and Cultural Issues of Leadership
- Mar. 29 – Leadership Challenge Ropes Course

### **LEVEL 3: Community** | *Applications Live on Nov. 15, 2018*

Dates to be determined; elements include the following:

Meet Civic Leader Mentor, Attend Civic Leadership Meetings, Plan a Day of Service, Community Issue Presentation, and more!

### **LEVEL 4: Career** | *Applications Live on Apr. 15, 2019*

Dates to be determined; elements include the following:

Meet Career Mentor, Attend Etiquette Dinner, Refine Career Resume, Cover Letter Workshop, Mentor a Level 1 Participant, and more!



# OGLETHORPE LEADERSHIP INSTITUTE

Oglethorpe University is an equal opportunity educational institution. Faculty, staff, and students are admitted, employed, and treated without regard to race; color; religion; national origin; sex; sexual orientation; gender identity or gender expression; marital status; pregnancy, childbirth or related medical conditions; age; disability or handicap; genetic information; citizenship status; service member status; or any other category protected by federal, state or local law. Oglethorpe University complies with Title IX of the Education Amendments of 1972, Titles VI and VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, Sections 503/504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) Amendments Act (ADAAA) of 2008, as well as other applicable federal, state and local laws.

Academic Success coordinates services, and provides information upon request, to students with disabilities. Additional information is available at <http://success.oglethorpe.edu/accessibility-services/>.