



**Western Connecticut State University (WCSU)
Leadership Shadowing Experience (CED 297)**

FACT SHEET

Program Description and Objectives:

This initiative is designed to promote, foster and acknowledge a diverse group of student leaders, and their ability to inspire, motivate and influence others on campus and beyond. The program hopes to enhance their basic understanding of the skills necessary to be effective leaders, including civility, ethics, communication, compassion, team and community building, creative problem solving, goal setting, conflict management, financial awareness required for the management of budgets, resiliency, adaptability, transparency, and accountability. The goal here is to help develop a strong cohort of future leaders.

The core of the program involves a fall semester Leadership Shadowing Field Experience, and a possible Leadership Project, which provides an opportunity for a highly selective group of full-time students to be mentored by community leaders. Also, these student leaders meet with the Program Co-chairs five or more times per year to discuss their placements and literature about leadership. Each year's cohort of student leaders participates in a final public forum event to showcase their experiences, framed by various leadership texts. Participants will learn first-hand the skills necessary to become successful leaders. Four themes will be particularly emphasized:

1. Mission/vision articulation
2. Leadership styles and philosophies
3. Supervision, delegation, evaluation and accountability
4. Organizational change

Eligibility:

- WCSU full-time undergraduates with leadership experience
- with a 3.2 GPA or better
- with a minimum of 45 or maximum of 90 credits
- availability for a fall semester leadership shadowing field experience
- and who submit application materials by the annual early spring semester deadline (posted at www.wcsu.edu/hslp).

Student Learning Outcomes:

- Observe and learn about leadership philosophies and styles
- Understand one's own leadership philosophy and style
- Develop strategies to manage common leadership challenges such as motivating people, working with people's strengths and weaknesses, delegating tasks and ensuring that those tasks are completed, boosting morale, managing difficult situations such as personnel issues, conflict management, team building, providing feedback, supervision and performance evaluations, and managing change
- Understand one's strengths and weaknesses
- Exercise fiscal responsibility, transparency and be able to manage budgets and resources
- Be an ethical leader and have integrity
- Be able to balance one's personal and professional lives

Expectations for Leadership Shadowing Field Experiences:

8/21/2014

- Based on the selected students' academic background and interests, a high-level fall semester leadership shadowing experience will be tailored for each student, by the Hancock Program Co-chairs and University President, in conjunction with the placement organization coordinator.
- Student leaders may shadow more than one person in their placement organization.
- Students will earn three credits (CED 297) for their Leadership Shadowing Field Experience and approved Leadership Project, totaling 150 hours **but please note that the hours may be structured to meet the scheduling needs of the placement organization and student, and may vary weekly, totaling approximately six to eight hours per week for 14-15 weeks.** The balance of the 150 hours will be used to complete other program requirements including a leadership project.
- Application for CED 297 credit will be made through the WCSU Career Development Office once placements have been determined.
- Student leaders will reflect and report on their experiences and project, once completed, in a Final Reaction Paper and a Student Evaluation of Cooperative Education Experience.
- Leadership Shadowing Experience on-site coordinators will be asked to complete an initial Leadership Shadowing Experience Position Description and a Cooperative Education Experience Final Co-op Evaluation.
- Leadership Placement examples: Shadowing a town official, legislator, school administrator, corporate executive or financial officer, attorney, or judge.

Expectations for Leadership Projects (optional):

- There are three possible options for the Leadership Projects (although a Leadership Project is not required):
 1. The leadership placement coordinator may have a project idea (or projects) which would be appropriate for the student leader to initiate or to which they may contribute.
 2. The student leader may suggest a project idea while on site at their placement organization.
 3. The student leader may develop a project idea not related to or on site at their organizational placement.
- Leadership projects may require two hours per week, totaling approximately 30 hours. **Please note that the leadership projects may be structured in whatever way works best for the placement coordinator, in consultation with the Hancock Program co-chairs, based on the needs of the organization.**
- Leadership Project Examples: Assisting with a project such as a new town or corporate initiative or school program; or conducting surveys, information collection or research; assisting with fundraisers; engaging in community outreach; or researching organizational history.

Please feel free to contact us at any time should you have any questions, comments, issues or concerns regarding the Hancock Student Leaders, their placements and/or projects. **We greatly appreciate your participation in the Hancock Student Leadership Program!**

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