Introduction for Faculty Colleagues

I taught this course last fall with 10 students but at least 18 students are enrolled for this course in fall 2013. The original assignment required students to submit an initial proposal and to make a final presentation, worth a total of 20 points. I did not consistently integrate preparation and development of the Leadership Initiative with course readings, discussions, and practice. These new guidelines present the Initiative as 7 elements accomplished throughout the term, each of which matters for the final grade. I have 7 straightforward rubrics for each element to guide students. The Initiative is now worth 60 points rather than 20 points, giving it “center stage” in the course. They work on the Initiative both in class and out of class. The main challenge for these students is demonstrating their philosophical ability to ask essential questions, challenge assumptions, and make insightful connections with the readings, our class discussion, three practical leadership exercises, and their own Initiative.

The Assignment I Distribute to Students

PHL 379 – Philosophy of Leadership
The Leadership Initiative

The Leadership Initiative is your semester-long project for Philosophy of Leadership (Philosophy 379A. This Initiative consists of seven (7) elements, and your final presentation is only one of them. Here is the format:
<table>
<thead>
<tr>
<th>Project</th>
<th>Date Due</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Proposal Preparation</td>
<td>September 16, 2013</td>
<td>5</td>
</tr>
<tr>
<td>2. Choice of Initiative</td>
<td>September 16, 2013</td>
<td>5</td>
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<td>3. Prospectus</td>
<td>September 16, 2013</td>
<td>5</td>
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<tr>
<td>6. Portfolio</td>
<td>December 2, 2013</td>
<td>10</td>
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<td>7. Presentation</td>
<td>Last week of class</td>
<td>10</td>
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<td><strong>TOTAL:</strong></td>
<td></td>
<td><strong>60</strong></td>
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**Examples of Leadership Initiatives from Philosophy of Leadership – fall 2012**

- **BRINGING SOCIAL JUSTICE GROUPS TOGETHER** My project seeks to connect student social justice leaders in order to strengthen and improve collaboration between these individuals and groups. - **Lizzy Appleby**

- **KINDLING THE SPIRIT OF ELON’S NON-GREEK ORGANIZATIONS** My project started as a self-exploration of leadership and has turned into a desire to strengthen the social bonds and passion within non-Greek organizations on our campus. - **Lauren Brady**

- **HEALING HOMESICKNESS** I want to initiate a movement that improves the quality of college experience and frees future students from the phenomenon of homesickness. **Dustin Swope**

- **HELPING EXCEPTIONAL CHILDREN** My goal is to improve and expand the efficiency, effectiveness, and culture of the Alamance-Burlington Social Services Exceptional Children department- **John Hollander**

- **BUILDING A GREATER CLUB LACROSSE TEAM at ELON** The goal of my project is to strengthen the ties between players and coaches on Elon’s Men’s club lacrosse team, which, in turn, will hopefully create beneficial traditions and a stronger team overall. - **Alex Encarnacion**

- **CREATING HEALTHY EATING FOR BURLINGTON AFTERSCHOOL PROGRAMS** The goal of my project is to incorporate healthy eating into the after school programs throughout Burlington, while encouraging healthy and responsible lifestyles.- **Julie Klimberg**

- **STARTING AN ELON CENTER FOR HUMAN-NONHUMAN RELATIONS** My project is the creation of the Elon University Center for the Development of Interspecies Relationships (CIDR, pronounced like the tree, cedar) whose mission is to advance human -nonhuman relationships. - **Thomas Berry**
- STRENGTHENING SENIOR GIVING CAMPAIGN  My goal is to successfully lead the Elon Class of 2013 Senior Giving Committee and encourage at least 40% of seniors to give back to Elon by implementing tactics learned in the Philosophy of Leadership. -Michael Gaytan

As you can tell from these examples, many different kinds of projects may be suitable as your Leadership Initiative. But they all have these 3 features:

- The Initiative is undertaken in partnership with a community. You strengthen that community with your Initiative or else build community around your initiative (and not around yourself).
- The Initiative choice shows your pragmatic wisdom about accomplishing something in three months which is suitable, needed and supported by a community, and is substantially worthwhile.
- The Initiative demonstrates your philosophical ability to ask essential questions and to answer them creatively in the way you undertake each aspect of your Initiative.

Connection to Course Goals:  Your Leadership Initiative addresses one of the main goals for Philosophy of Leadership:

The Seven Elements of your Leadership Initiative

1. Your proposal preparation (5 points)

- Keep a proposal preparation log, and update it regularly. Describe three possible leadership initiatives you could commit to for this semester, describing the advantages and shortcomings of each.
- In your log, indicate which questions you would need to answer for each of these 3 possible projects or initiatives in order to make your decision.
- In your log, include research you’ve have done on these 3 possibilities. Show how that research supports your choice for the Leadership Initiative.
- You MUST meet at least once in person with members of the community and gain their approval and collaboration with the project, modifying it as needed in response to the community's needs.
- Indicate the community you will build or strengthen through this Initiative.
- Before September 16, 2013, meet with the instructor to discuss your Leadership Initiative and receive approval for your Initiative.
- You will have until September 23, 2013 to change your chosen project, make any required project or proposal adjustments, and obtain final instructor approval. Even if your initial project proposal is approved, you may change it, provided that you meet with the instructor and obtain approval by September 23rd.

2. Your Chosen Initiative (5 points) described in your Prospectus:
should carry your philosophical exploration of leadership beyond the classroom and into the real world.
should strengthen or build a community.
should allow you to experience leadership in one or more distinctly different ways, and allow you to experience or observe different ways to follow.
Should address the needs of a community which has confirmed that it supports you in this Initiative.

3. Your prospectus: (5 points)
• Should be submitted on the course Moodle website by Monday, September 16, 2013.
• should be 500 words long, no more, no less.
• should clearly identify the group, organization, movement, network, or cause with which you choose to undertake a leadership Initiative and which supports your Initiative.
• should briefly describe the real-world leadership challenge you’ll take on, and the goal or desired outcomes for your Initiative
• MUST include a realistic three-month timeline for completion of all stages of your project.
• should include your formal completed commitment contract.

4. Your biweekly progress report: (10 points) Submit a copy of this report to the instructor and a copy to your community partner every two weeks. This consists of 5 parts:

A. INTRODUCTION - It identifies the work your report covers, its purpose, and the period covered. Forecast the rest of the report if would help your reader.

B. ACCOMPLISHMENTS TO DATE Tells what you accomplished on each of your major tasks during the period covered by the report. Identifies planned work that is not complete. Reports results or accomplishments that your readers would like to know about immediately.

C. PROBLEMS ENCOUNTERED – Identifies any significant problems your readers would want to know about.

D. GOALS FOR THE COMING WEEK – Describes the progress you expect to achieve during the next period.

E. ACTIVITIES FOR THE COMING WEEK – Identifies specific tasks you will be performing during the next reporting period. Identifies any upcoming problems that your readers should know about.
5. Your Three Practica Applications: (total: 15 pts) (Date due: TBA)
   - DUE Oct. 2: 500 words: Apply the Charismatic Leader/Enforcer practicum to your Initiative (5 pts.)
   - DUE Oct. 9: 500 word essay: Apply the Vision practicum to your Initiative, (5pts.)
   - DUE Nov. 22: 500 words: Apply the Leading Change practicum to your Initiative. (5 pts.)

6. Your portfolio (10 points)
   - Due on the last day of class— Monday, December 2, 2013.
   - will be presented by you that day to the instructor, the class and to your invited guests.
   - should be 900 words long, no more, no less.
   - should describe your project, its implementation and outcomes, and your evaluation of the project.
   - should lay out the leadership assumptions you tested, and your conclusions or fresh questions.
   - should explain the deeper pragmatic understanding you gained about leadership, and followership.
   - should share your resulting “leadership wisdom”; i.e., any discernment about the place, possibilities, and limits of leadership that you gained from executing this project.

7. Your presentation (10 pts.)
DUE LAST WEEK OF CLASS: Takes place during the last week of class at a time and location agreed upon by the class
   - Should be preceded by inviting and receiving written confirmation of attendance by at least three *guests who have a stake and genuine interest in your specific Leadership Initiative.
   - Should be a polished and professional account of your Leadership Initiative which is meaningful and of genuine interest both to your classmates and to the guests whom you have invited and who attend your presentation.
   - Provide copies of your portfolio for your invited guests and students who request a copy.
<table>
<thead>
<tr>
<th>Criterion of Practical wisdom</th>
<th>Task</th>
<th>Outstanding</th>
<th>Good</th>
<th>Acceptable</th>
<th>Inadequate</th>
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<tbody>
<tr>
<td>Application of Practicum to Leadership Initiative</td>
<td>1. Creative, compelling and original philosophical insights and linkages among the formal readings, the practicum experience, and your Leadership Initiative.</td>
<td>1. Goes beyond observation of the experience to formulate interesting connections among formal readings, the practicum experience, and your Leadership Initiative.</td>
<td>1. Straight-forward, but not necessarily compelling, observations of the experience.</td>
<td>1. Nominal but uninvolved account of practicum.</td>
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<td></td>
<td>2. Reflection demonstrating high awareness of self, relationships, situation and process.</td>
<td>2. Reflection demonstrating some awareness of self, relationships, situation, and process.</td>
<td>2. Some connection with the formal readings and your Leadership Initiative.</td>
<td>2. Lack of connection between the experience and the formal readings.</td>
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<td>3. Lack of originality and/or depth.</td>
<td>3. Not relevant to or insightful about your Leadership Initiative.</td>
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