

LEADERSHIP *Academy*



NORTHERN ILLINOIS UNIVERSITY

Student Involvement & Leadership Development

Division of Student Affairs & Enrollment Management

Tier I: Personal Leadership

The Leadership Academy Mission

Student Involvement & Leadership Development's (SILD) Leadership Academy provides leadership skill development opportunities focused on learning and self-reflection through a series of workshops, activities, and interactions that will empower students to become leaders at NIU and beyond.

The Leadership Academy Program Goals

The Leadership Academy is committed to:

- Enhancing students' self-awareness
- Preparing students to have a positive impact at NIU and the greater community
- Developing students' leadership skills to enhance their future personal and career success
- Fostering connections between students and the University

Overview of the Leadership Academy

The Leadership Academy is a three-tiered, self-paced leadership program. In the Leadership Academy, students have the opportunity to join organizations, attend workshops, write reflections, present their learnings to others, and much more.

Tier I: Personal Leadership: Tier I is an introductory leadership tier that allows students to learn more about their personal leadership style.

Tier II: Campus & Community Leadership: Tier II provides students with the opportunity to develop their individualized leadership styles in the NIU and DeKalb community. At the conclusion of Tier II, students will earn a leadership certificate.

Tier III: Leadership Culmination: Tier III allows student leaders to formally summarize and reflect on leadership skills they have gained throughout the Leadership Academy. At the end of Tier III, students will receive the honor of Leadership Academy Distinguished Leader. Students who receive the Distinguished Leader honor will be recognized during SILD's Kevin D. Knight Leadership Awards Ceremony and will receive a graduation cord to wear during their graduation ceremony.

The Leadership Academy is open to all NIU undergraduate students. Students can begin the Leadership Academy at any time by completing an application at www.leadershipacademyapp.niu.edu.

Leadership Framework

Activities for the Leadership Academy are based on the Social Change Model of Leadership Development, which provides opportunities for students to enhance their

learning and facilitate positive social change. By participating in the Leadership Academy, students will be able to understand and apply the 7 C's of leadership: consciousness of self, congruence, commitment, collaboration, common purpose, controversy with civility, and citizenship (Komives & Wagner, 2009).

Tier I: Personal Leadership

Tier I is intended for students to explore their current leadership style. Through assessments, attending workshops, participating in campus and community life, and working with Leadership & Student Organizational Services staff, students will begin to see how their leadership style has developed and how to most effectively utilize their leadership style in their professional and personal lives.

Learning Outcomes

Through completing activities in Tier I, students will be able to:

- Articulate their current knowledge of and experience with various leadership skills
- Discuss how their values play a role in leadership development
- Connect how serving the community enhances leadership development

Tier I Activities (complete all activities)

- 1) Attend a Leadership 101 workshop.
 - Leadership 101 workshops will be offered at various times throughout each semester as part of the Leadership Academy workshop series. More information on specific times will be provided when you begin the Leadership Academy.
- 2) Complete the Leadership Skills Self-Assessment.
 - The Leadership Skills Self-Assessment is designed to evaluate your knowledge and experience with various leadership skills. During Tier III, you will complete this assessment again in order to gauge your leadership growth.
- 3) Attend at least two Leadership Academy meetings.
 - Each semester, four Leadership Academy general meetings will be held. During your Tier, you must attend at least two of these meetings. During these meetings, you will have an opportunity to network and interact with your Leadership Academy peers and Leadership staff members. Leadership discussions, activities, and reflections will also take place.

- 4) Complete at least 5 hours of community service.
 - Community service can be completed through a student organization or individually. Write a reflection that describes the community service activity(ies), your thoughts on completing the activity(ies), and how the service experience(s) impacted your understanding of your leadership skills. Submit the reflection to Huskie Link.
- 5) Attend at least one (1) Leadership Academy workshop (does not include Leadership 101).
- 6) Meet with the Assistant Director or Graduate Assistant for Leadership & Student Organizational Services in SILD at least once during Tier I to discuss your progress.
- 7) Join a new organization, university committee, sports club, etc. OR take on a new project/event/initiative within one of your existing organizations.
 - Write a reflection about why you decided to join this organization/take on this new project, the purpose of the club/organization/committee/project, why you believe this will help improve your leadership skills, and how you believe your leadership skills will benefit the club/organization/committee/project. Submit your reflection to Huskie Link.
- 8) Complete the Values and Leadership Activity.
 - On the Leadership Academy website (www.leadershipacademy.niu.edu), you will find the Values and Leadership Activity. In this activity, you will have the opportunity to learn more about the meaning behind a value, the values that are most important to you, and how your values can shape your experience within and outside of the Leadership Academy. Submit the Values and Leadership Activity to Huskie Link.
- 9) Meet with a Tier 3 Leadership Academy student (more details provided by the Assistant Director for Leadership & Student Organizational Services).
- 10) Complete a Tier I overall reflection. Submit your reflection to Huskie Link.
 - In your reflection, please address the following points:
 - Why do you think it is important to develop leadership skills?
 - How have your leadership skills improved throughout Tier I?
 - What was the most impactful assigned experience for you as a leader during Tier I?
 - If you have leadership skills that you feel have not improved, how do you plan to improve them in future Tiers?

- How do values play a role in leadership development? Describe your values and how your leadership style can/does reflect your values.

Next Steps

After completing Tier I requirements, you must schedule a meeting with the Assistant Director for Leadership & Student Organizational Services. During this meeting, you will be required to discuss the activities you completed, review your reflections, and discuss what you learned. Should all requirements be met, the Assistant Director will transition you into Tier II. Tier II focuses on **Campus & Community Leadership**. When you officially move into Tier II, you will be provided with a Tier II packet of requirements.

Assistant Director and Graduate Assistant for Leadership & Student Organizational Services

The Leadership Academy requires you to meet with either the Assistant Director or Graduate Assistant for Leadership & Student Organizational Services in SILD. These leadership staff members will assist you in your leadership journey by discussing your progress, connecting you with resources, and helping you network with other professional staff and faculty at NIU.

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