

LEADERSHIP *Academy*



NORTHERN ILLINOIS UNIVERSITY

Student Involvement & Leadership Development

Division of Student Affairs & Enrollment Management

Tier III: Leadership Culmination

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 III: Leadership Culmination

At this point in the Leadership Academy, students have been involved in a variety of personal, campus, and community leadership activities. The purpose of Tier III is for students to reflect on the leadership skills they have developed and the activities they have completed. Students in this Tier will be able to formally present their experiences in addition to attending workshops and completing their final Leadership Skills Self-Assessment.

Learning Outcomes

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

- Articulate their leadership role on campus and in the NIU community
- Demonstrate how their leadership skills are transferable to a future career
- Understand how their leadership skills have developed throughout the Leadership Academy
- Describe how they will continue to enhance their leadership skills

Tier III Activities (complete all activities)

- 1) Complete at least 15 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), the importance of continuing to serve the community, and how this service experience(s) impacted your leadership skills. Submit the reflection to Huskie Link.
- 2) 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.
- 3) Reach out to a Tier 1 Leadership Academy member.
 - The Assistant Director for Leadership & Student Organizational Services will connect you with a Tier 1 Leadership Academy member. You are

required to reach out to that member, formally meet with that member at least once, and help him/her navigate his/her journey through their first Tier of the Leadership Academy.

- 4) Organize, plan, and execute an event, activity, or project through your group, organization, community service initiative, etc.
 - Write a reflection about your experience. Include what the event/activity entailed, your role in planning, organizing, and executing the event/activity, any struggles and successes you encountered, and the outcome of the event/activity. Submit your reflection to Huskie Link.
- 5) Attend at least two (2) Leadership Academy workshops.
- 6) Schedule a meeting with Career Services to discuss your resume.
 - After meeting with a staff member from Career Services, write a reflection on what was discussed during the meeting, what about the meeting was/was not helpful, and elaborate on how you will be able to use the leadership skills you have gained throughout your time at NIU in your future career. Contact Career Services at 815-753-1641 or careerservices@niu.edu. Submit your reflection to Huskie Link.
- 7) Complete the Leadership Skills Self-Assessment.
 - The Leadership Skills Self-Assessment is designed to evaluate your knowledge and experience with various leadership skills. Students also completed this assessment during Tier I. The assessment is required in Tier III in order for students to observe growth in various leadership areas.
- 8) Meet with the Assistant Director or Graduate Assistant for Leadership & Student Organizational Services at least once during Tier III to discuss your progress in Tier III and your progress on the Tier III online portfolio (Online Portfolio Instructions are available at www.leadershipacademy.niu.edu).
- 9) Complete your online portfolio.
 - At the conclusion of Tier III, your online portfolio should be complete and uploaded to Huskie Link. You can view the detailed portfolio instructions at www.leadershipacademy.niu.edu. The online portfolio will include an overall reflection of your experience in the Leadership Academy.
- 10) Portfolio presentation.
 - Students are also required to provide a 15-20 minute presentation of their online portfolio to students and staff at NIU. The Assistant Director for

Leadership & Student Organizational Services will provide you with additional details about the portfolio presentation.

Distinguished Leader

After completing Tier III requirements, you must schedule a meeting with the Assistant Director for Leadership & Student Organizational Services. During this meeting, should you fulfill all of the Leadership Academy criteria, the Assistant Director will confirm your completion of the Leadership Academy. After your completion of the Leadership Academy, you will be recognized as a Distinguished Leader. You will be formally recognized during our Kevin D. Knight Leadership Awards Ceremony, and you will receive a Leadership Academy graduation cord to wear during your graduation ceremony.

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.

Assistant Director for Leadership & Student Organizational Services

Kelli Lance

klance@niu.edu

815-753-6505

Graduate Assistant for Leadership & Student Organizational Services

Mary Kate Olofson

molofson1@niu.edu

815-753-6595