

LEADERSHIP ANNUAL REPORT 2008-2009

OFFICE OF STUDENT LIFE



Youngstown
STATE UNIVERSITY
IN YOUNGSTOWN, OHIO

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Program Overview

The Emerging Leader Program is a dynamic leadership development program that was implemented in the fall of 2001. The program within the Office of Student Life is highly inclusive and focuses on preparing students with the leadership knowledge and skills needed to build success in their personal life, careers, and communities. By participating in the program, students complete structured, yet flexible requirements that guarantee their growth and development with competencies that will enhance their self-discovery, enhance their collaborative relationships, and establish empowering communities. After successfully completing the program, students receive recognition at the annual awards banquet where they receive a leadership medal and certificate; a service pin; a Leadership Transcript; and a special designation on their official University academic transcript.

During the 2008-2009 academic year, the Emerging Leader Program had 146 students involved in the program. Students completed core competencies or the Exploring Leadership course, 40 hours of service, a leadership supportive course, organizational involvement, and a leadership reflection. In the spring of 2009, 21 students were recognized for their completion of the program and received the designation on their official academic transcript.

Emerging Leader Program Leadership Definition

“Leadership is a dynamic process of self-discovery that fosters a passionate vision, collaborative relationships, and congruency between values and actions directed at empowering positive change in our communities.”

Vision

“To cultivate a spirit of leadership development that inspires students to act with passion and lead with integrity as a means of transforming our communities.”

Mission

The Emerging Leader Program strives to enhance student learning through the development of principle-centered leaders. By promoting student involvement, the program seeks to cultivate strong individual, interpersonal and organizational leadership skills; ultimately striving to foster a holistic approach to leadership with recognition of the essential role of integrity, respect for diversity, and social responsibility.

EMERGING LEADER PROGRAM REQUIREMENTS

1. Leadership Development Units (24 Total Units)

All students enrolled in the ELP seeking the Leadership Certification must complete 24 Leadership Development Units (LDU) designed to enhance leadership knowledge and skills. Students must complete the Leadership Journey (2 Units), Core Competencies [Option A or B] (12 Units), one LEAD Exploration & Renewal (4 Units), and necessary Elective programs (6 Units) to meet the Leadership Development Units (see Emerging Leader Program Events pp. 11-12).

Foundation

Leadership Journey (2 Units)

All students newly enrolled in the ELP who desire certification must attend an initial foundation experience. The Leadership Journey experience is scheduled at the start of each semester. The purpose of the experience is to discuss what is leadership?, explore how you will benefit from the experience, and begin exploring leaving a legacy. In completion of the journey, students receive 2 units.

Core Competencies (Students may either complete Option A or Option B)

Option A (12 Units)

Exploring Leadership (Academic Course)

This 3 credit course offered in the Department of Counseling and Special Education fulfills the requirements for the Leadership Core Competencies, leadership supportive course, and also fulfills part of the Personal and Social Responsibility domain of the General Education Requirements.

Option B (12 Units)

Leadership Core Competency Experiences

This option consists of a series of six Experiences that focus on important development related to leadership. The programs are delivered in a very engaging and experiential manner during both the fall and spring semester.

Visionary Leadership	2 Units
Communication Skill Enhancement	2 Units
Ethical Leadership: A Key Characteristic	2 Units
Inclusive Leadership	2 Units
Interpersonal & Group Dynamics	2 Units
Conflict Resolution	2 Units

LEAD Exploration and Renewal (8 Units Available/4 Units Required): Students seeking leadership certification must attend either the Fall Exploration (scheduled fall semester) or the Spring Renewal (scheduled spring semester). Students may attend both programs to receive

additional elective credit. The programs scheduled on a Saturday each semester are engaging, interactive, and involving by design.

Fall Exploration (4 Units)

The Fall Exploration is an exciting and interactive way to challenge students while working in a team environment. The event is structured to stimulate leadership development through adventure-challenge activities. During this experience students will have an opportunity to collaborate with other student leaders in engaging activities committed to enhancing teamwork, group problem-solving skills, communication, and individual and group development.

Spring Renewal (4 Units)

The Spring Renewal provides an interactive opportunity organized in a manner to stimulate the renewal of students' leadership skills. The spring semester event is intended to be challenging, supportive, and community oriented. During the renewal experience, participants have an opportunity to interact with other student leaders, identify their strengths, and explore the legacy they wish to leave.

Electives (6 Units): All ELP participants must complete an additional 6 units of elective programs that are intended to further enhance leadership development. As part of the ELP, a variety of programs are scheduled throughout the academic year that serve as electives. In addition, students may request approval for up to six elective units for participation in University programs or leadership training (e.g. Resident Assistant, Peer Assistant, Student Leader) by completing the LDU Approval form available in the Office of Student Life.

2. Service (40 Hours)

Leadership involves service to others. As a result, all students enrolled in the ELP must engage in 40 hours of service. The Office of Student Life will assist students in finding appropriate service opportunities and offers several opportunities (e.g., food drive, Giving Tree) throughout the academic year. In addition, students may request approval for service projects in which they are currently involved or service that they are completing as part of another organization or academic course.

3. Leadership Supportive Course (1 Course)

Leadership is an interdisciplinary focus and has been influenced by a range of academic disciplines. In an effort to strengthen students' understanding of leadership, all students must satisfactorily complete (C or better) one three-credit academic course from an approved list of leadership-supportive courses. A list of approved courses is available in the Office of Student Life and on the website. Many of the courses that fulfill this requirement also count toward other University requirements (e.g., General Education Requirements). **Students that satisfactorily complete the Exploring Leadership course do not need to complete an additional course to fulfill this program requirement.**

4. Organizational Involvement

Leadership involves action and the direct application of knowledge and skills to improve our communities. All students enrolled in the ELP must actively participate in one or more involvement opportunities (e.g., registered student organization, intercollegiate athletics, theater production, Student Government, community organization).

ELP 2008-2009 GOALS AND STRATEGIES

Goal 1: Challenge and support students in completing their Emerging Leader Program experience.

Strategy 1: Develop and implement a new Emerging Leader Coach (mentoring) program.

Strategy 2: Design and implement an Emerging Leader Manual.

Strategy 3: Design and develop a new Emerging Leader website.

Goal 2: Develop new resources and opportunities to provide all members of the University community with information regarding the Emerging Leader Program.

Strategy 1: Design and implement new program brochures, flyers, and marketing materials.

Strategy 2: Participate in SOAR in order to provide first-year students with Emerging Leader Program information.

Strategy 3: Provide all faculty and staff with a copy of the Emerging Leader Program brochure

Goal 3: Challenge students to reflect upon their leadership development experience.

Strategy 1: Design and implement reflection questions connected with each Emerging Leader session.

Strategy 2: Design and implement a leadership reflection report that is completed by all participants upon their completion of the program.

Goal 4: Enhance service opportunities available for Emerging Leader participants.

Strategy 1: Develop and implement a new Service Guide to be available to all Emerging Leader participants.

Strategy 2: Identify and implement new group service projects in addition to the Giving Tree project.

Goal 5: Implement a comprehensive assessment of leadership development among all students.

Strategy 1: Develop and provide the Center for Student Studies with a random sample selected to participate in the Multi-Institutional Study of Leadership.

Strategy 2: Provide the Center for Student Studies with a comparative sample of students engaged in the Emerging Leader Program to participate in the Multi-Institutional Study of Leadership.

LEADERSHIP LEARNING OUTCOMES



Self-Discovery

Consciousness of Self: personal awareness and realization; enhanced self-esteem; character development; and reflection on leadership legacy.

Integrity: balancing values and actions.

Vision: create a future, forward thinking approach; challenge the process; and establish stretch and manageable goals.

Collaborative Relationships

Relationships: develop relational leadership understanding and maintain mutual process; develop and maintain trust; respecting and encouraging others; focus on maintaining a win/win paradigm; and establishing accountability.

Communication: strive to understand; practice listening; enhance written, verbal, and non-verbal communication.

Inclusive: develop and enhance understanding of individual identity; encourage a multicultural approach; foster different opinions.

Empowering Community

Group Dynamics: developing and enhancing a team approach; develop an approach focused on leaders and collaborators.

Conflict Management: developing the ability to understand and resolve differing points of view; implement healthy resolution of opinions; and provide positive feedback.

Decision Making: communicating and analyzing complex issue positions; select and utilize appropriate decision processes; and implementation of decisions.

Leadership

Knowledge: develop understanding and definition of leadership; ability to connect core competencies in practice; understand various theory; and enhance leadership wisdom.

Leading Change: develop process for responding to social issues; assessing issues; maintain a “big picture” approach; establish coalition building; and enhance community.

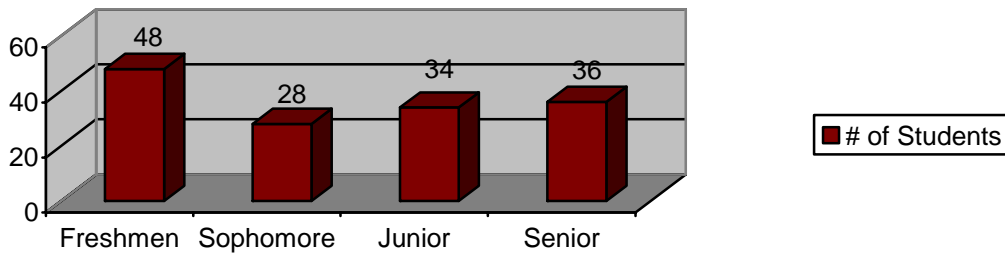
Legacy: forward-thinking; reflection upon the impact of your leadership.

PARTICIPATION

During the 2008-2009 academic year, we had 146 students involved in the Emerging Leader Program. In regard to the group, 48 students (33%) were first-year students and 88 (60%) were female students. The following tables depict class status and gender.

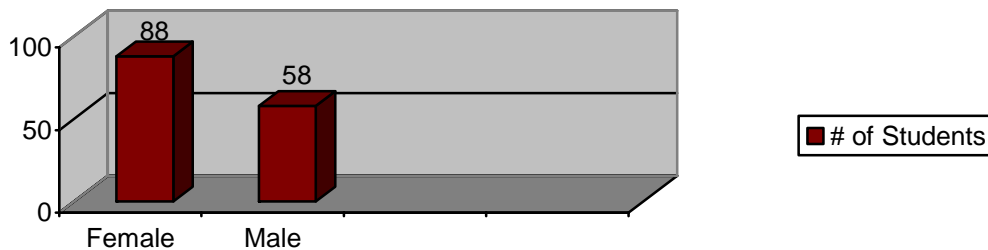
Class Status

Class Rank 2008-2009



Gender

Gender



Average GPA

The 146 students involved in the Emerging Leader Program ended the 2008-2009 academic year with a combined average GPA of 3.13.

Emerging Leader Program Events Fall Semester 2008

<p>Tuesday, 2 September Leadership Journey 1:00 p.m. – 2:00 p.m. Kilcawley Center, 2068</p>	<p>21 October – 30 October Service Project Food Drive</p>
<p>Wednesday, 3 September Leadership Journey 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2068</p>	<p>Wednesday, 22 October Elective Workshop: Personal Mission Statement 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2068</p>
<p>Thursday, 4 September Leadership Journey 7:00 p.m. – 8:00 p.m. Kilcawley Center, 2069</p>	<p>Saturday, 25 October Homecoming: ELP Tailgate Celebration 2:00 p.m. – 4:00 p.m. Parking Lot</p>
<p>Saturday, 6 September Fall Renewal: The Leadership Challenge 10:00 a.m. - 3:00 p.m. Kilcawley Center, Gallery</p>	<p>Wednesday, 5 November Core Competency: Ethical Leadership 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2068</p>
<p>Wednesday, 10 September Core Competency: Visionary Leadership 5:00 p.m. Kilcawley Center, 2069</p>	<p>Wednesday, 19 November Elective Workshop: Relational Leadership Model 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2068</p>
<p>Wednesday, 24 September Elective: Personality Profile 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2068</p>	<p>12 November – 12 December Giving Tree Service Project</p>
<p>Wednesday, 8 October Core Competency: Inclusive Leadership 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2068</p>	<p>Wednesday, 3 December LEAD Semester Celebration 5:00 p.m. Kilcawley Center, 2069</p>
<p>Saturday, 18 October Communication, Interpersonal & Group Dynamics, Conflict Resolution 9:00 a.m. - 12:00 p.m. Kilcawley Center, 2036</p>	

Emerging Leader Program Events Spring Semester 2009

<p>12 January – 30 January Action Plan Office of Student Life</p>	<p>Saturday, 21 March Elective Showcase: The Power Principle & Social Responsibility 10:00 a.m. – 12:00 p.m. Kilcawley Center, 2068</p>
<p>Tuesday, 20 January Leadership Journey 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2068</p>	<p>Wednesday, 25 March Elective: Win-Win Paradigm 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2036</p>
<p>Wednesday, 21 January Leadership Journey 7:00 p.m. – 8:00 p.m. Kilcawley Center, 2068</p>	<p>Wednesday, 8 April Core Competency: Conflict Resolution 5:00 p.m. – 6:00 p.m. Office of Student Life</p>
<p>Saturday, 24 January Spring Renewal: Team Challenge Course 9:00 a.m. – 12:00 p.m. Andrews Recreation & Wellness Center</p>	<p>Wednesday, 22 April Elective: Leadership Renewal 5:00 p.m. Kilcawley Center, 2069</p>
<p>Wednesday, 4 February Core Competency: Communication Skill Enhancement 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2068</p>	<p>Wednesday, 29 April LEAD Semester Celebration 5:00 p.m. Kilcawley Center, 2069</p>
<p>Saturday, 14 February Visionary Leadership, Inclusive Leadership, Ethical Leadership 9:00 a.m. – 12:00 p.m. Kilcawley Center, 2068</p>	
<p>Wednesday, 18 February Elective: Leadership Self-Discovery 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2069</p>	
<p>Wednesday, 4 March Core Competency: Interpersonal & Group Dynamics 5:00 p.m. – 6:00 p.m. Kilcawley Center, 2036</p>	

ELP SERVICE PROGRAMS

Service Project: Emerging Leader Program Food Drive
Agency: Second Harvest Food Bank
Date: October 21st – 30th, 2008
Location: Kilcawley Center, 2nd Floor
ELP Participants: 9
Total Service Hours: 15
Pounds of food collected: 284.00

Service Project: South Range Sisterhood - Mentorship Exploration
Agency: South Range High School
Date: November 25, 2008
Location: South Range High School
ELP Participants: 3
Total Service Hours: 6

Service Project: The Giving Tree
Agency: The Greater Youngstown Point
Date: November 18th – 26th, 2008
Location: Kilcawley Center, 2nd Floor
Children provided for: 100
ELP Participants: 11
Total Service Hours: 25

Service Project: Harvest for Hunger
Agency: Second Harvest Food Bank
Date: April 24th – 27th, 2009
Location: Kilcawley Center, 2nd Floor
Details: Student Planners: Karla Farina & Sarah Deiger
ELP Participants: 12
Total Service Hours: 60
Pounds of food collected: 217.00

Service Project: South Range Sisterhood 2009
Agency: South Range High School
Date: June 1, 2009
Location: South Range High School
ELP Participants: 6
Total Service Hours: 40

LEADERSHIP CERTIFICATION

The 21 students listed below have successfully completed all requirements of the Emerging Leader Program and received designation on their academic transcript along with a Leadership Development Transcript.

Justine Banks Social Work Senior	Todd Ruminiski General Business Senior
Kyle Conway Accounting Senior	Christina Shuler Respiratory Care Junior
Alan Dooley Nursing Senior	David Spatholt Philosophy/Political Science Senior
Justin Haught Biology Pre Medical Sophomore	Brandon Thomas Philosophy Senior
Mallory Holko Clinical Lab Science Junior	Kayshia Washington Communication Studies Media Senior
Emily Lucas Biology Senior	Lora Werkmeister Food & Nutrition Senior
Desiree Morris Nursing Senior	Mark Wooten Civil & Construction Engineering Junior
Munaf Nasser Business Senior	
Christine Newman Undetermined CLASS Junior	
Benjamin Odell Political Science Senior	
Nicole Peterson Telecommunication Studies Senior	
Carol Ann Pitcairn Chemistry Senior	
Katie Pylypiak Psychology Senior	
Benjamin Roberts Pre Nursing Freshman	

LEAD FELLOWS PROGRAM

The LEAD Fellows Program was officially implemented on September 1, 2008 in response to the need to create an advanced leadership development experience for students that completed the Emerging Leader Program. The program is intended to actively support the student fellows in further developing their leadership knowledge and skills while involving them in practical leadership experiences. Each LEAD Fellow served as an Emerging Leader Coach for students involved in the Emerging Leader Program. In addition, they participated in a Breakfast & Book Series throughout the academic year. During the fall semester, the reading and discussion focused on *The Student Leadership Challenge* and the spring semester reading was *Emotionally Intelligent Leadership*.

Program Expectations:

- ◆ LEAD Fellows must have completed the Emerging Leader Program and demonstrate a commitment to strengthening their leadership skills and values.
- ◆ Fellows will participate in the monthly Leadership Breakfast and Book discussion series.
- ◆ Fellows will serve as an Emerging Leader Coach for at least one individual member of the Emerging Leader Program. In this capacity, the fellow will meet with their members at least three times each semester in order to provide assistance and support.
- ◆ Fellows will have an opportunity to discuss other leadership opportunities in which they may have an interest (e.g., work closely with ELP facilitators, participating in a service project).
- ◆ Demonstrate conduct and academic standards consistent with the expectation of the leadership program.

Benefits:

- ◆ Gain an appreciation that leadership development is a life-long process.
- ◆ Develop knowledge and skills that support career development and strengthens relationships.
- ◆ Enhanced collaborative relationships through experience as an Emerging Leader Coach.
- ◆ Receive a free leadership book each semester.
- ◆ Participate in a monthly breakfast to gain insights and new perspectives about leadership.
- ◆ Develop presentation skills, effective collaboration, networking, and ability to work effectively in groups.

During the 2008-2009 academic year, the following Emerging Leader graduates participated in the charter LEAD Fellows program:

Hope Burke, Special Education Moderate Intensive
Erica Cross, Finance
Daniel DeMaiolo, Marketing/Advertising & Public Relations
Derek DeMaiolo, Individual Curriculum Program
Jospeh Iesue, Political Science
Amber Marshall, Art Studio Graphic Design
Courtlynn Peterson, Criminal Justice
David Rogers, Integrated Social Studies Education
Ashley Ruozzo, Chemistry Pre Pharmacy
Ashley Whitfield, Biology
Johnise Wilkins, General Studies

NEW INITIATIVES FOR 2009-2010 ACADEMIC YEAR

◆ **Leadership Planner**

The Emerging Leader Program Leadership Planner will provide all members of the program an academic calendar book. The planner will provide Emerging Leaders with a complete Emerging Leader Program schedule along with Fall 2009 and Spring and Summer 2010 academic planning pages. Each month in the planner is supplemented with resources to assist students in their leadership journey. Resources include the “Leadership In Action” section which highlights ELP activities as well as the “ELP Spotlight” section which points out leadership opportunities and initiatives within the program. In addition, each monthly page provides space for reflection and goal setting geared toward personal, academic, and leadership development. The planner is designed to complement the ELP Handbook; provide structure and support to the student’s action plan to assist in completing the program; highlight special events; and challenge Emerging Leaders to reflect upon their leadership experience on a regular basis.

◆ **Service Guide**

In an effort to support students in their service hours, a new Service Guide is being developed. The guide will provide Emerging Leaders with information regarding service along with a list of service agencies throughout the area.

◆ **Emerging Leader Coach’s Handbook**

The 2009-2010 academic year marks the second year with Emerging Leader Coaches supporting Emerging Leaders. Following an evaluation of the first year with ELC’s, the handbook will be updated to include additional resources to assist coaches in providing a successful experience with the Emerging Leaders.

◆ **Opening Reception**

An Emerging Leader Program Opening Reception will be added to the 2009-2010 academic schedule. The reception is being developed to welcome new Emerging Leaders into the program and introduce them to the Emerging Leader Coaches.

◆ **YSU Leadership Counsel**

A new student organization will be implemented during the 2009 fall semester. The student organization is intended to strengthen relationships and networking opportunities for Emerging Leaders who are interested in the continual application of what they are learning in the ELP. The Counsel will serve as an extension of the ELP by fostering a leadership network across the University community by inviting all YSU students to enhance their leadership.

◆ **Webpage**

An Emerging Leader Program webpage will be implemented for the start of the new academic year. The site is intended to provide an overview of the program along with the application and other resources.

APPENDIX I
ELP Student Stories

In completing the Emerging Leader Program, how has your understanding of leadership changed?

In completing the program my understanding has changed by me finding out who I truly am. Every good and effective leader must know himself or herself before he or she can get to know others. There were times I deeply reflected on who I am, and when I did I found myself to be a leader of many, but also a follower of few. If it was not for this experience I would have still thought I was a leader, but then I truly was not. Now I have the components and knowledge to make me a leader. ~ **Christina Shuler**

To be honest, upon entering the program I was a bit apprehensive. I mean, learning about leadership cannot be fun. This was where I was wrong. Before this program, I saw leadership as one person bossing people around and being in total control of everything. After, now I know that leadership involves every singly person. Although there may be an assigned leader for specific projects, leadership involves everyone. It involves understanding, being able to listen, and being humble when better ideas are introduced. A true leader is able to hand out responsibilities and have confidence in their fellow peers, while being available to help if need be.

Leadership involves prioritizing, self confidence (but not to the point where it turns into arrogance), and the ability to make decisions wisely. The best part of this program that really helped me with my leadership skills was the Saturday retreats with speakers. I remember specifically that in each activity it was crucial for everyone to participate for the goal to be reached. We were all sharing the responsibility of being leaders. The main point of leadership is that one has to be flexible. There are going to be hardships in life, troubles along the path to success, and people who may be difficult to work with. One has to handle each situation the best that he/she can, keeping everything under control but keeping all options open at the same time. It has been a long journey with this program and I am very glad I chose to participate in it. ~ **Mallory Holko**

I believe one of the biggest changes I experienced was the reasonable acceptance of “change” itself. Confidence, courage, and cavalier are three attributes that have been etched inside of me. Before the program, I did not feel like I had a solid understanding of leadership. I know now that leaders come in shapes and sizes and a leader is not necessarily a manager and vice versa. So, I think, a leader leads, sets direction, facilitates, and does what it takes to accomplish or achieve goals. ~ **Munaf Nasser**

Through Emerging Leaders I have learned what type of leader I am. This has been very important with my work with housing. I realize that I can be a step up leader who will be there to support all who need me. I have also learned that I can not just accomplish things be myself. I must use the help of others. I am thankful I was part of housing and the Emerging Leader Program, having had both has had a positive impact on me in my responsibilities and leadership development. ~ **Christine Newman**

Since starting the Emerging Leader Program my understanding of leadership has greatly expanded. Before starting the program, my definition only focused on looking at leadership from

one perspective. I have learned that helping others to become strong future leaders really means taking a look at your self as a leader. Part of that process requires an individual to discover the things that they are truly passionate about. Discovering the things you are truly passionate about requires you to be completely honest with yourself and those around you. I have come to understand that the leadership journey is a constant learning process and that one should always look for opportunities to improve their leadership skills. ~ **Nicole Peterson**

The Emerging Leader Program's journey to understanding leadership has taught me that leadership is a process. This process will never end, for a good leader understands leadership can always grow. I have the understanding that leadership is fueled by a passion. This passion grows in the heart and is the drive of a good leader. Leadership is found within each and every person. Including others allows your own personal leadership to thrive. A successful leader knows that they must do what is best for a group as a whole. This can be done using all five senses. Hearing others, speaking to others, tasting other ideas, touching the hearts of others, and seeing a vision ahead is what makes a leader be successful in all that they do. Leadership is not a thing but rather a trait that must be worked upon so that a leadership legacy can be left. A leader knows their faults and hopefully the legacy I leave will showcase my positives and negatives so that others may learn from these faults and positive traits. This will allow others to grow as leaders. The Emerging Leader Program has given me the leadership torch that burns brightly in my everyday life. It is my hope that my legacy alone will pass the torch to others so that they may also create a world that is better than the world in which I have lived in. ~

Benjamin Roberts

The Emerging Leader Program has greatly broadened my understanding of leadership. There are many elements to leadership including: ethics, teamwork, communication, and many others. Through the Emerging Leaders curriculum, I have been exposed to how to properly incorporate these elements of leadership into my professional career as well as my everyday life.

Ethical dilemmas are a common occurrence in today's society. Ethical dilemmas include everything from turning in a lost wallet to manipulating income numbers to avoid taxes. When confronted with dilemmas such as these, one must have a strong ethical base and understanding in order to make the proper decisions. Living life with high ethical standards entails making the proper ethical decisions at all times. You simply cannot choose when and where to follow proper ethical guidelines, but must abide by strong ethical guidelines at all times. Through the Emerging Leader Program I have been provided with the guidance to establish a strong ethical base for myself, allowing me to live by strong ethical guidelines.

Teamwork is one of the most essential leadership elements when working in group settings. Teamwork involves cohesively working together as a group to fulfill the task at hand. Open communication is essential for effective teamwork. Open communication allows for suggestions, feedback, strategy implementation, and encouragement. Effective teamwork also involves incorporating the attributes of each team member. Each team member has differing attributes and prospectives, which will allow the team to evaluate task decisions from many different prospectives. Through the Emerging Leader Program I have participated in numerous

teambuilding exercises. These exercises have enhanced my teambuilding abilities and have undoubtedly enhanced my leadership abilities.

Being an effective leader requires having strong communication abilities. Not only must you have effective speaking skills but listening skills as well. Effective leadership is essentially a balance of two-way communication. You must be able to listen to ideas and thoughts of those that you are leading, as well as being able to communicate a plan back to those which you are leading. Leadership also involves having the courage to stand up for what you believe in or what is right. Many leaders who have taken stances against the beliefs of the general public have inspired me. Leaders such as Abraham Lincoln and Martin Luther King took such stances and fought for their beliefs until fruition.

Through my involvement with the Emerging Leader Program, I feel that I have gained invaluable exposure to the necessities of becoming an effective leader. The Emerging Leader Program has guided and inspired me to become a leader. I have incorporated the experiences and lessons attained from the Emerging Leader Program into my everyday life as well as carrying them into my future professional career. ~ **Todd Ruminski**

Starting the Emerging Leader Program in September of 2006 I was very nervous but since I had a friend with me she took a lot of the nerves away. I have always been a shy person and for many years after I have graduated from high school I had many friends who were trying to break that cycle. Well I'm still shy at times but I'm more outspoken now due to the different challenges that have come and gone in my life, the college experience, and also the Emerging Leader Program. I have come to realize "You don't have to be a president to be a leader." I have always believed that a person has to be in charge of a group, president at a company or the world, or a project. For many years I have avoided these positions because I never wanted the attention on me. After attending the different core courses, electives, and the Fall and Spring Renewals I have found out that I am a leader. I'm a leader of my own life. I'm a leader to my brother and my two sisters. I'm a leader to my friends, and the list goes on. As I mentioned at the beginning of the paper I'm a little bit more outspoken. I have realized that I have to speak up to let people know what I will and will not accept. I love the Emerging Leader Program because the different courses helped to open up more and realize that leaders are within and not the position you have. Now that I see myself as a leader I have changed for the best. Emerging Leaders opened my eyes and I really love the new me. ~ **Kayshia Washington**

In completing the Emerging Leader Program, I have learned that I alone cannot lead. Being a leader is more than telling others what to do or simply getting a group together to accomplish a task. True leaders have a vision and goals to help them achieve this vision. True leaders inspire other leaders to take action and involve those committed to the cause. True leaders are not perfect. True leaders make mistakes. But, in learning from these mistakes, a true leader will also take responsibility for his or her actions and attempt to prevent a similar occurrence. True leadership is not defined as one single person leading the masses, but rather inspired individuals enlightening and guiding others towards success. ~ **Lora Werkmeister**

I am proud and honored to say I have successfully completed the Emerging Leader Program. The Emerging Leader Program (ELP), has provided a great opportunity for me to interact with other students who contain similar motives in providing and seeking out ways to become a better leader throughout all phases of life. From learning to be creative and courageous, to showing integrity and being motivational through interpersonal skills, I have gained an abundant amount of knowledge from attending and participating in many of the ELP events. By taking advantage of the opportunities provided by the ELP, relationships are gained and exercises are organized to help apply the leadership tips, which are the focal point of many of the electives. Learning to become mentally flexible has helped me to gain the willingness to meet needs in organizations and to challenge the established norms by raising the success bar and maintaining positive production. All-in-all, the ELP has produced positive propositions for students to learn and obtain leadership skills, empowering individuals with attainable visionary goals of becoming a leading legacy. I want to thank you again for blessing me with the opportunity to participate in the Emerging Leader Program. I hope the program continues to progress and that the individuals involved obtain as much, and even more, knowledge as I have and are able to apply it in their futures. I have enjoyed my time participating in the program and would like to remain involved in some way if possible. Best of wishes to you, the program and everyone involved. God Bless. ~ **Mark Wooten**