



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

Program Description and Objectives:

The Hancock Student Leadership Program is designed to promote, foster, and identify student leaders and further their ability to inspire, motivate, and influence others after graduation. The program hopes to enhance students' basic understandings of the skills necessary to be effective leaders by helping students to develop a sense of ethical awareness, good communication, compassion, team and community building, creative problem solving, setting goals, conflict resolution, critical and independent thinking, and the financial awareness required for the management of budgets. This program measures, tests, and encourages resiliency, adaptability, and accountability in potential leaders. The ultimate goal of the program is to help develop a strong cohort of future leaders.

The core of the program involves a fall or spring semester of leadership shadowing field experience, which provides an opportunity for an exemplary group of full-time students to be mentored by actual leaders in a variety of professions, organizations, and institutions. The Hancock Student Leadership Program offers students with some existing leadership experience or a high level of interest in leadership the opportunity to shadow a highly-placed member of an organization. Each shadowing experience is specifically tailored to each student's academic major and/or career aspirations. The Hancock program's students may be engaged in a project or projects as part of their field experience, but their placements are primarily to provide them with the opportunity to observe leadership in action at the highest levels in the non-profit, corporate, medical, educational, media, criminal justice, finance, and other professional worlds. Program participants meet with the program's director five or more times per year to discuss their placements and to read and respond to literature about leadership. Each year's cohort of student leaders participates in a final public forum to showcase their experiences. Participants will learn first-hand the skills necessary to become successful leaders. Five themes will be emphasized:

- 1) Mission/vision articulation
- 2) Leadership styles and philosophies
- 3) Supervision, delegation, evaluation, and accountability
- 4) Organizational change and/or evolution
- 5) Organizational and professional ethics

Benefits:

- **a \$1,500.00 stipend**
- **field experience** geared toward each student's major and/or career interests.
- **a shadowing experience** in leadership in either an on or an off-campus organizational setting
- **three (3) credits** of Cooperative Education Internship Credits (CED 297) upon successful completion of the program

Eligibility:

- WCSU full-time undergraduates with some leadership experience or a strong interest in leadership
- WCSU full-time undergraduates with a 3.0 GPA or higher
- WCSU full-time undergraduates with a minimum of 45 or a maximum of 100 credits at the time of application
- WCSU full-time undergraduates available for a fall or spring semester leadership shadowing field experience
- WCSU full-time undergraduates who submit application materials by the annual deadline (posted on the application form found 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
 - 1) motivating different types of people
 - 2) working with different people's strengths and weaknesses
 - 3) delegating tasks and ensuring that those tasks are completed
 - 4) boosting morale
 - 5) managing difficult situations such as personnel issues
 - 6) effectively managing conflict
 - 7) building teams
 - 8) providing useful feedback
 - 9) assessing performance
 - 10) managing and mitigating organizational change
 - 11) making leadership decisions that are non-traditional, innovative, controversial, and/or uncommon
 - 12) knowing one's own strengths and weaknesses
 - 13) exercising fiscal responsibility through the management of budgets and resources
 - 14) establishing ethical leadership
 - 15) balancing one's personal and professional lives

Expectations for Leadership Shadowing Field Experiences:

- Based on the selected students' academic background and interests, a fall semester leadership shadowing experience will be tailored for each student by the Hancock Student Leadership Program director in conjunction with each organization's placement coordinator.
- Student leaders may shadow more than one person in an 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 those hours may vary weekly. Students are expected to complete a total of approximately six to eight hours of work per week, for 14 to 15 weeks.** The remainder of the 150 hours will be used to complete other program requirements, including a leadership project or paper.
- Application for CED 297 credit will be made through the WCSU Career Success 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 through a student evaluation of the cooperative education experience.
- On-site coordinators will be asked to complete an initial Leadership Shadowing Experience Position Description and a final Cooperative Education Experience Co-op Evaluation.

Leadership Placement examples:

Students may shadow a town official, state legislator, school administrator, corporate executive, educator, member of law enforcement, social worker, civil servant, small or mid-size business owner, financial officer, attorney, judge, community activist, and so forth.

Expectations for Leadership Projects (optional):

- There are two possible options for projects (although a 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 the student leader may contribute.
 - 2) The student leader may suggest a project idea relevant to the organization
- Leadership projects may take up to two hours per week, totaling a maximum of 30 hours. **Please note that projects may be structured in ways that work best for the placement coordinator, in consultation with the program director, and that are based on the needs of the organization, if a student chooses to complete a project.**

Leadership Project Examples:

- 1) assisting with a project such as a new town or corporate initiative or school program
- 2) designing and conducting surveys
- 3) collecting data and information and conducting research
- 4) assisting with fundraisers
- 5) engaging in community outreach and service
- 6) researching and/or compiling an organization's history

Please contact Professor D.L. Stephenson at stephensond@wcsu.edu if you have any questions about the Hancock Student Leadership Program, students' placements, and/or students' projects. **This year's deadline to apply is Friday, October 15, 2021, by 5 p.m.**

Your participation in the Hancock Student Leadership Program is very much appreciated! Thank you!