

2016-2017 Center for Leadership Summary

Emerging Leadership Certificate



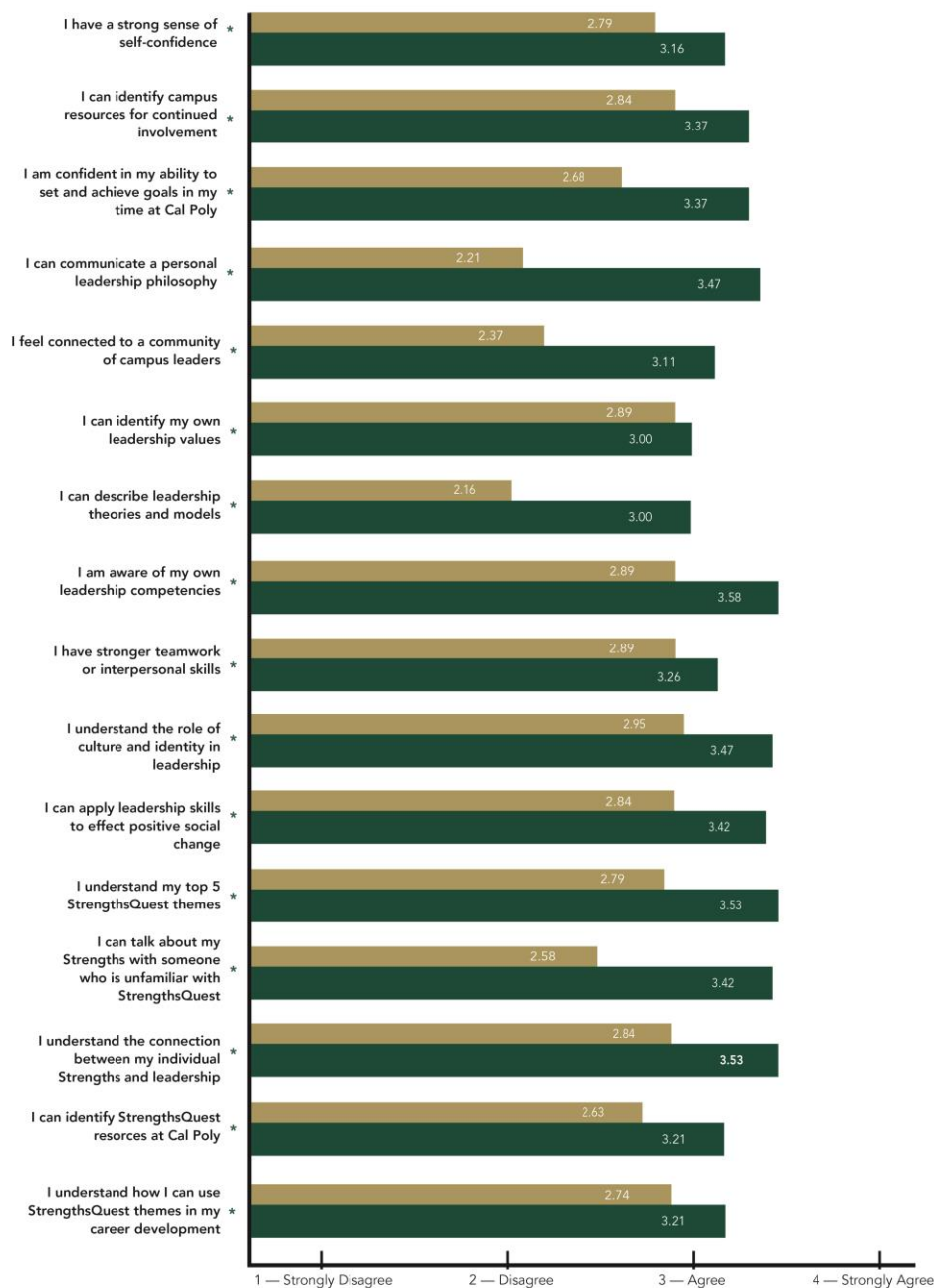
In total, **88 students** earned the Emerging Leadership Certificate by completing the Emerging Leaders Series.

MAJORS REPRESENTED: Biological Sciences, Computer Science, Aerospace Engineering, Agribusiness, Animal Science, Architecture, Biology, Business Administration, Civil Engineering, Communication Studies, Applied Mathematics, Civil Engineering, Electrical Engineering, Mechanical Engineering, Environmental Management and Protection, Sociology, and Political Science

- All students participated in a day of service. In fall, students participated in Make a Difference Day, completing a day of service at Central Coast Grown. In winter, students completed a day of service at Growing Grounds, in partnership with Transitions Mental Health Association. In spring, students completed a day of service at Central Coast Grown. Over the course of the year, Emerging Leaders Series students volunteered more than 240 hours to the SLO community.
- All participating students were matched with an alumni mentor

Participating students completed a combined pre- and post-assessment at the end of their experience in the Emerging Leaders Series. Results show participating students positively increased their leadership skills as a result of participating in the Emerging Leaders Series.

CHANGE IN
STUDENTS' LEADERSHIP SKILLS



Student feedback about their alumni mentor relationships:

"My mentor helped me gain a perspective from someone who has to deal with these leadership opportunities on a daily basis of their career." – Student participant

"My mentor used a question-driven approach to help me find my potential as a leader. They were extremely supportive and served as a great inspiration for me." – Student participant

"My alumni mentor allowed me to realize that it is fine not to know what I am doing. She really taught me to value the time I have at Cal Poly and the different possible resources I have at Cal Poly. I still plan on meeting with her later on after the Emerging Leaders Series. Mentors like her motivate me to mentor other students that are in similar situations as the one I find myself in." – Student participant

"My alumni mentor and I talked more about how to channel leadership and strengths into the workplace than anything else, which was very helpful as I begin the process of applying for jobs. He was a great resource for figuring out how to use our similar strengths in furthering our relationships with people, since he also had somewhat introvert-focused strengths." – Student participant

"My mentor helped me get a new perspective on different aspects of leadership as well as how I can expand my horizons at Cal Poly." – Student participant

"Interacting with my alumni mentor was a great experience. I do not think that his involvement as my mentor will stop at the end of this program and I will hopefully remain in contact with him during the remainder of my time at Cal Poly. He was able to guide my experience in ELS by asking how the concepts we discussed in the meetings impact my life and how I can apply what I've learned to future events." – Student participant

"Talking to my alumni mentor was one of my favorite parts of the series!" – Student participant

Additional student feedback:

"I didn't expect to enjoy the service project as much as I did. I learned the value of putting others before myself, and how important it is to take time for others." – Student participant

"During the service project, I learned a lot about teamwork and how to set roles for each person in the group. I also learned that sometimes you have to step out and do the job that no one else wants to do." – Student participant

"I loved our service project. I felt a greater sense of connection with the SLO community, especially because I drive past the location regularly and live near it. It was awesome to work in teams to try to accomplish some demanding tasks." – Student participant

"I loved our group. I met really interesting people that I hope to stay in contact with and am grateful to have met. I loved the TED talk videos, the marshmallow challenge, and journaling. I was sad to have our group end. I learned a lot about myself which was a challenge and fun growing experience." – Student participant

"I really liked the activities we did that surrounded our strengths and understanding of our values. I found it helpful to be able to discuss how this plays into leadership with other people in the Series." – Student participant

"The service project helped me realize that we don't have to take a role or a label in a group in order to be a leader. Being a leader is just being someone who is working towards a cause that you feel strongly about, whether it's in a group or not." – Student participant

"I really enjoyed being a part of this program. It helped me feel more connected to Cal Poly, it helped me feel more empowered and I was able to create new friends and acquaintances. It was great hanging out with other leaders once a week." – Student participant

"I didn't know what to expect from this series, but walked out of every single meeting feeling inspired, confident, and with a desire to go out and change something. I really enjoyed the thought provoking conversations and have encouraged several friends to look into this program. I think it has helped me understand myself better, as well as how others work." – Student participant

Developing Leaders Series



In total, **16 students** earned the Developing Leaders Certificate by completing the Developing Leaders Series.

MAJORS REPRESENTED: Aerospace Engineering, Agricultural & Environmental Plant Sciences, Business Administration, Civil Engineering, Liberal Arts & Engineering Studies, Mechanical Engineering, Biology, Economics, Nutrition, Marine Science, Political Science, and Sociology

- Involvement: Fraternities & Sororities, NAMI, Resident Assistant, Society for Women Engineers, and more, Involvement: Biotechnology Club, Peer Leader, Nutrition Club, Women SPEAK, Triathlon team, Neuroscience club, Tri Beta club, National Society of Leadership & Success, Women in Economics, Economic Society, Robotics Club, PRISM Peer Counselor
- All participants would highly recommend this program to their friends

Additional student feedback:

"The Social Change model helped Developing Leaders students to see the community and societal impact of leadership, as well as providing a space for students to get hands on experience with leadership." - Developing Leaders Series student participant

"I am so grateful for having had the opportunity to participate in the Development Leaders Series. Full disclosure, prior to actually taking the series, I felt that with my leadership positions and the knowledge I'd gained from the Emerging Leaders Series I felt pretty "all-knowing" in the area of leadership. Taking the series really helped me realize and get excited about the fact that there's ALWAYS LEARNING TO DO! I am confident I will be a better citizen of the Cal Poly community and the world because of this start that I received in the Developing Leaders Series." – Student participant

"I love the Emerging and Developing Leaders Series because it gives you at least 2 hours a week to reflect on yourself and the interpersonal issues that are occurring around you. I feel I am much more aware of what is happening around me as a result, an important quality to have when leading others." – Student participant

Alumni Mentor Program

- 52 alumni mentors were recruited to participate in the first iteration of the alumni mentor program
- Alumni mentors connected with students participating in the Emerging Leaders Series, volunteering an average of 4 hours each quarter mentoring students
- All alumni mentors participated in a training
 - 3 mentors participated in an in-person training on August 19, 2016
 - All additional mentors participated in a 90 minute online training
- All (100% of) alumni mentors agreed or strongly agreed that
 - They would serve as an alumni mentor again
 - They would refer a friend to serve as an alumni mentor
 - They were comfortable referring students to appropriate Cal Poly resources
 - They felt comfortable talking to their mentees about their personal leadership development

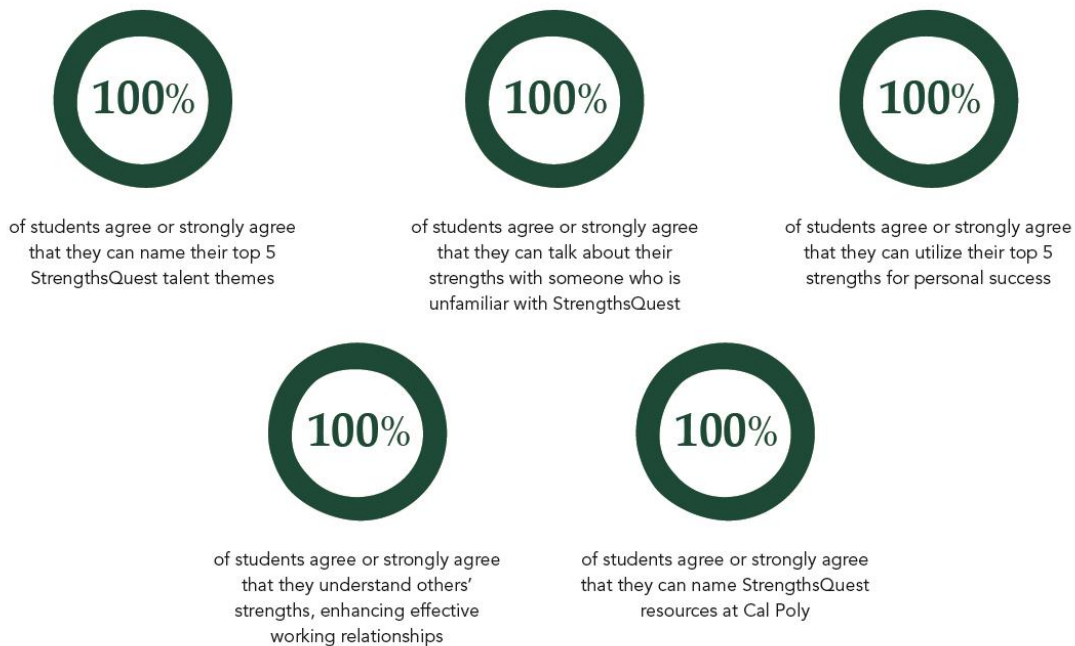
Comment from alumni mentor:

"It was neat being able to invest in a current student. It felt like I could give back to Cal Poly in a way I haven't been able to since graduating. Aside from just getting to know each other, one of the challenges was figuring out if there were certain topics or questions that should be answered or if the discussion content was just up to us." – Alumni mentor

StrengthsQuest™ Education

- **37 Presentations**, including ASI, Business 100, New Student & Transition Programs, Safer, Quarter Plus Learning Assistants, PULSE Peer Health Educators, Gamma Zeta Alpha, Yosemite Residence Hall, CSDs, Economics 303, Construction Management, Sigma Alpha, Triathlon Team, Cerro Vista, Greek Summit, and RPTA 257
- **2,590 students reached**, more than half of presentation attendees were first year students
- Topics included: Introduction to StrengthsQuest, Strengths and effective teamwork, Strengths and conflict management, Strengths and social identities, Strengths and effective communication

After participating in a StrengthsQuest presentation...



Student comments about StrengthsQuest workshops:

"I appreciate having this resource because not only do I know myself a bit better, but I am able to see how I can embrace my strengths for the better."

"I really like how you receive your top 5 strengths because they let you reflect on some of the things you are good at and should focus on in life. The strengths are things you can utilize in life and education."

"I think that StrengthsQuest was a great program that helped me discover my leadership skills that will make me successful throughout school and my career in the future."

Leadership Education

- **41 Presentations**, including Honors 100, Honors 100 TAs, Alternative Breaks, Quarter Plus Learning Assistants, Alpha Phi Sorority, Sigma Pi Fraternity, WOW groups, RPTA 257, Career Services, ASI Student Government, PULSE, Athletics, Cal Poly CONNECT, Orientation Team, Economics 303, Housing Staff, Safer, Panhellenic New Member Development Day, and Poly Canyon Village
- **1,075 students reached**, more than half were first or second year undergraduate students
- Topics included: Inclusive Leadership, Effective Facilitation, Personal Values and Ethics, Teambuilding and Group Dynamics, and more

After participating in a leadership workshop or presentation...



of attendees agreed or strongly agreed that they have stronger mentoring skills, including active listening



agreed or strongly agreed that they can articulate how social identities (race, gender, ect.) shape perceptions and enactments of leadership



of participants agreed or strongly agreed that they were able to learn from their peers



of students agreed or strongly agreed that they have a greater understanding of how their personal values shape their view of leadership

Student comments about leadership education workshops:

"I found [the workshop] very helpful to understand how to apply my skills in day to day instances."

"I loved the presentation. As a member of the LGBTQ+ community, I liked the presentation and thought it was very provoking and interesting!"

- Fall 2016, Tech Talk: Leadership in Engineering Event
 - Partnership with College of Engineering and Northrop Grumman
 - 50 students attended

Peer Leader Program

2016-2017

- 11 Peer Leaders in the Center for Leadership for the 2016-2017 academic year
 - 5 of 7 Peer Leaders returned from the 2015-2016 year
 - 6 new Peer Leaders selected from 18 applicants in Spring 2016
- Peer Leaders serve on three committees: StrengthsQuest Education, Leadership Education, and Media, Marketing, and Outreach
- All Peer Leaders complete the Emerging Leadership Certificate and participate in a two day staff retreat in fall quarter.
- Students represent the Center for Leadership at events and presentations, assist with the planning and facilitation of events, manage social media campaigns, and design new leadership and StrengthsQuest education initiatives.

2017-2018

- 8 of 11 Peer Leaders are returning from the 2016-2017 year
- 5 new Peer Leaders selected from 16 applicants in Spring 2017

Get the Lead Out Podcast

Spring 2015 - present:

- 17 episodes recorded
 - Guests include alumni and students
- 11 episodes published through iTunes