



## **NLCS D2 ENRICHMENT PROGRAM Year 4:**

### **Leadership and Organizational Change**

### **2018-2019**

#### **PURPOSE AND DESCRIPTION:**

The Enrichment Program will supplement and complement the programs of study taken by scholars at their respective individual universities. The focus of this year will be to explore and understand effective leadership styles and strategies and to understand the skills related to managing an organization.

#### **COMPETENCIES:**

By the end of this Enrichment Year, Scholars will be able to:

- Describe theories of organizational change and identify relevant examples.
- Understand the characteristics of becoming or being a leader, and articulate the dispositions needed by leaders.
- Develop skills related to crafting organizational vision and mission statements, developing strategic plans, and implementing and evaluating strategic plans.
- Develop skills relevant to administration of organizations (accessible technology, budgeting, policies, personnel, etc.).
- Understand and facilitate diverse groups.
- Describe strategies for dealing with crises and dissent within a variety of settings.
- Describe effective strategies for giving and receiving feedback.
- Explore strategies for self-management.

#### **FORMAT OF COURSE**

The Enrichment Program consists of two main parts 1) technologically mediated course using Blackboard Learning Management System and 2) two synchronous “face-to-face” meetings conducted online.

##### **Blackboard Portion**

Faculty members of the Consortium and guests (e.g., authors, researchers, PAC members) will lead discussions on an assigned topic using the Blackboard system administered by Salus University (<https://ecampus.salus.edu/webapps/login/>). Individuals leading the discussions may pose questions prior to the discussion and answer questions and provide feedback throughout. Synchronous and asynchronous

meetings may be scheduled on Blackboard, with small group and/or individual work throughout. **The Blackboard portion of the Program will run from September, 2018 to May, 2019.** See schedule below for more details.

All materials and information will be posted using the Blackboard course titled: **NLCSD-EC1: NLCSD Enrichment Cohort 1.**

### Synchronous Face-to-Face Component

There are two **required** synchronous “face-to-face” meetings that are part of the Enrichment Program. These meetings offer both structured time for scholars to engage in topics related to research with their peers, Consortium faculty, PAC members, and the project staff, as well as times to develop relationships and collaborative efforts. These meetings will be held using distance technologies (e.g., Blackboard Collaborate, Adobe Connect).

## **SCHOLAR REQUIREMENTS**

### 1. Participation

- **Attendance and active and thoughtful participation in the online Enrichment activities, as well as face-to-face meetings, are required as a condition of funding.**
- Participation will be evaluated by session leaders for each topical discussion. (See rubric in Blackboard for guidance on thoughtful posts in online activities. This rubric will be used by session leaders to provide feedback to scholars on their participation.) If the scholar receives university credit for the course, the final grade will be the responsibility of the scholar’s university advisor, with input from the Management Team if desired.

### 2. Readings

- Complete all required readings and activities assigned by session leaders.
- A list of *recommended* readings can be found in the Blackboard course.

### 3. Projects/Activities:

- Interview at least 3 different types of leaders outside of the university setting in different positions. Discuss what makes a leader, and the challenges/satisfaction they get from being a leader in their particular position.
- Submit a brief presentation or report of their findings of the year’s activities to be discussed during a synchronous face-to-face meeting.
- Small-group or paired activities, to be discussed further by session leaders during the online component of Enrichment.

**YEAR 4 TIMELINE AND ONLINE DISCUSSION LEADERS:**

*\*Note: Additional leaders and other participants may be added to the sessions throughout the year*

<b>TOPIC 1</b> Sept 24 – Oct 12	<b>Theories of Organizational Change</b> <i>Session Contributor: Holly Lawson</i>
<b>TOPIC 2</b> Oct 22 – Nov 9	<b>Organizational Administration</b> <i>Session Contributors: Derrick Smith, Sam Morgan</i>
<b>F2F Synchronous</b> Nov. 2 (12pm EST)	<b>TBD</b>
<b>TOPIC 3</b> Nov. 26-Dec 14	<b>Leadership: Characteristics and Dispositions</b> <i>Session Contributors: Heather Grantham, Susan Bruce</i>
<b>TOPIC 4</b> Jan 7-Jan 25	<b>Understanding and Facilitating Diverse Groups</b> <i>Session Contributors: Cathy Nelson, Tessa McCarthy</i>
<b>TOPIC 5</b> Feb 4 - Feb 22	<b>Crises and Dissent within Groups</b> <i>Session Contributors: TBD</i>

<b>F2F</b> <b>Synchronous</b> March 1 (12pm EST)	<b>TBD</b>
<b>TOPIC 6</b> April 1 – April 19	<b>Feedback: Best practices for giving and receiving</b> <i>Session Contributors: TBD</i>
<b>TOPIC 7</b> April 29 – May 10	<b>Strategies for Self-Management</b> <i>Session Contributors: TBD</i>