Mentoring Young Leaders

Your Role as a Leadership Academy Mentor
Overview

LA Background
Leadership within the University
Strengths Background
Strengths Themes
Structure
Mentorship
Mentor Resources
Future Directions
Background of Leadership Academy

Our College seeks to produce graduates with the technical and professional competencies needed for career success.
What Employers Want

In addition to technical competency, employers seek graduates who can:

- Communicate
- Make decisions and Problem solve
- Manage self
- Work in a team
- Show professionalism
- Have relevant experiences
- Lead

Association of Public and Land-grant Universities

- 31 universities and 282 employers
- Participants: 2,669 students; 898 faculty; 4,262 alumni; 282 employers
- Seven soft-skill clusters with specific skills & competencies
  - Communication & Decision Making/Problem Solving – most important clusters across the board
Association of Public and Land-grant Universities

Highly ranking competencies within the clusters include:

• Listening effectively
• Identifying and analyzing problems
• Efficient & effective work habits
• Being a productive team member
• Strategic thinking
• Related work or internship experiences
• Internships & co-curricular activities
• Effective relationships with customers, businesses and public
National Food and Agribusiness Management Education Commission

Law of the Lid

As you increase your ability to lead, you raise the lid on your potential effectiveness.
Leadership Academy Model

- Rigor
  - Coursework
- Relationship
  - Mentors
- Relevance
  - Experience
University Model

- Rigor
- Teaching
- Relationship
- Service
- Relevance
- Research
Leading the Way at OSU

**University**
- Service learning
- Leadership development (student affairs)

**College of Agricultural Sciences**
- Leadership Education (coursework)
- Leadership Education + Development + Mentoring (LA)
- Leadership Minor
Research on StrengthsFinder

Test-retest reliability
- Top five are the same themes 80% of the time.
- Four of top five are the same 95% of the time.

278,256 possible unique combinations of the top five themes.

Feedback relationship to outcomes such as:
- Employee engagement
- Self-efficacy/Self-confidence
- Life Satisfaction
- Business performance (productivity, retention)
Strengths Hunt

Find and visit with people who share strengths with you
- Please find at least one person for each of your five strengths

Visit with people about:
- Whether you agree that you have that strength
- Benefits of the theme – how it has helped you in the past
- Benefits of the theme – in your current position
STRENGTHS THEMES
RELATIONSHIP BUILDING, INFLUENCING, EXECUTING, STRATEGIC THINKING
Relationship Building Strengths

• Form bonding relationships with other people
• Help groups work together more effectively
• Form deeply meaningful, close and strong personal relationships
Relationship Building Strengths

Adaptability
Developer
Connectedness
Empathy
Harmony

Includer
Individualization
Positivity
Relator
Influencing Strengths

• Interpersonal strengths
• Influence or impact other people
  • Directly influence individuals, groups and even entire organizations
• Powerful
Influencing Strengths

Activator
Command
Communication
Competition

Maximizer
Self-Assurance
Significance
Woo
Executing Strengths

- Motivation is the theme of the “executing” strengths.
- Generate and focus a person’s energy to achieve
- High energy, active people
Executing Strengths

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative
Strategic Thinking Strengths

• Involves both information processing and perception.
• Make sense of the world around them, learn and plan through thinking processes
• Good at reflecting and contemplating
Strategic Thinking Strengths

Analytical
Context
Futuristic
Ideation
Input
Intellection
Learner
Strategic
Strengths Group Think

Determine themes in which you have multiple strengths. Pick the theme in which you have the most strengths or with which you identify the most. Group up with individuals who share that theme and address the following questions.

1. What advice would you have for someone wishing to collaborate with your group?

2. How will your strengths in this theme contribute to your effectiveness as a mentor?

3. What advice would you give a mentee who also has multiple strengths in this theme? No strengths in this theme?
Structure of Leadership Academy

LA Director
- Daily administration of LA
- Coordinating LA events
- Fundraising
- Marketing
- Industry Networking
- Stakeholder Communications

Advisory Committee

Mentors

Fellows

Steering Committee

Industry

University
Structure of Leadership Academy

LA Professorship
- Strategic Planning
- Fundraising
- Grant Writing
- Industry Relations
- Curriculum Development
- Teaching
- Leadership Development with CAS

Advisory Committee

Steering Committee

Mentors

Fellows

Industry

University
Program Requirements for Fellows

• Complete a 3-credit course that helps the fellow meet their leadership development goals

• Attend LA seminar

• Complete a Personal Development Plan, which includes setting leadership development goals

• Actively participate in two non-classroom, on-campus group or team experiences

• Actively participate in one off-campus, community group

• Attend one leadership program or workshop per term

• Regular meetings with mentor
Structure of Leadership Academy

Industry
- Advisory Committee

LA Director & Bradshaw Leadership Academy Professorship

Mentors

Fellows

University
- Steering Committee
As a Mentor, your role ...

**DOES NOT INCLUDE:**

- Academic coursework advice
- Leadership Education
- Internship placement
- “Tracking down” or initiating student contact
- Tracking mentee program requirements
As a Mentor, your role ...

DOES INCLUDE:

- Establishing a cordial relationship with your mentee
- Meeting with your mentee at least once per month
- Discussing the mentee’s Personal Development Plan
- Engaging in meaningful reflection on areas for mentee improvement
- Providing career advice, where applicable, that connects to the mentee’s PDP
# Leadership Development Self Assessment

**Part 1 of 4**

## Where I am

### Personal Leadership Development

<table>
<thead>
<tr>
<th>Understands Leadership</th>
<th>Where I want to be</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am aware of my leadership strengths and weaknesses.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>I take initiative on projects.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>I build relationships with others in order to reach a mutual goal.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>I understand the underlying concepts of leadership.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>I adapt my leadership style to different situations.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td>I have a personal philosophy of leadership.</td>
<td>1 2 3 4 5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>Add your responses and enter TOTAL score for this section</strong></td>
</tr>
</tbody>
</table>

### Awareness of Self

| I am aware of my attitudes, values, biases and prejudices. | 1 2 3 4 5 |
| I engage in activities that build or improve my leadership abilities. | 1 2 3 4 5 |
| I pay attention to how my language and behavior may be perceived by others. | 1 2 3 4 5 |
| I am able to exert self-discipline and control over my behavior. | 1 2 3 4 5 |
| I know my personal power to make a difference in my life and others. | 1 2 3 4 5 |
| **TOTAL** | **Add your responses and enter TOTAL score for this section** |

### Practices Ethical Behavior

| I understand the ethical responsibilities that come with leadership. | 1 2 3 4 5 |
| I follow through on commitments I make. | 1 2 3 4 5 |
| I am trustworthy. | 1 2 3 4 5 |
| I act in accordance with my words, e.g., “walk the talk” | 1 2 3 4 5 |
| I lead by setting a positive example for others. | 1 2 3 4 5 |
| **TOTAL** | **Add your responses and enter TOTAL score for this section** |

### Sustains Leadership

| I am a life-long learner. | 1 2 3 4 5 |
| I reflect on situations and learn from them. | 1 2 3 4 5 |
| I am resilient, when things don’t work out, I learn from it and bounce back. | 1 2 3 4 5 |
| I provide opportunities for others to be leaders. | 1 2 3 4 5 |
| **TOTAL** | **Add your responses and enter TOTAL score for this section** |
**Personal Leadership Development**

Looking back at your assessment, what are the four personal leadership skills/attributes that you do best? Why do you do these well?

<table>
<thead>
<tr>
<th>Skill or Attribute</th>
<th>Why do I do these well?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
</tr>
</tbody>
</table>

What are the four personal leadership skills/attributes that you do not do well? Why do you not do these well?

<table>
<thead>
<tr>
<th>Skill or Attribute</th>
<th>Why do I not do these well?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
</tr>
</tbody>
</table>

What are the four personal leadership skills/attributes you have the most interest in developing?

1. ______________________________
2. ______________________________
3. ______________________________
4. ______________________________

From the list above, circle the one personal leadership skill/attribute that you would most like to develop during this program.
Your Primary Role

• Push your mentee
  • Join new organizations
  • Stretch outside comfort zone
  • Try new things

• Hold your mentee accountable

• Communicate with LA faculty if issues arise
HELP! My Mentee Ran Away!

- LA Faculty
- Questions to ask your mentee
- Suggested Timeline
- Website: http://oregonstate.edu/dept/ag-ed/Leadership_Academy
Looking Ahead

• Mentor/Fellow social, end of fall term
• Completion celebration, end of spring term
• 2012-2013 program recruitment and processes
Thank You

QUESTIONS?