The Leadership Academy Mission

Student Involvement and Leadership Development’s (SILD) Leadership Academy provides leadership skill development opportunities focused on learning and self-reflection through a series of workshops, activities and interactions that will empower students to become leaders at NIU and beyond.

The Leadership Academy Program Goals

The Leadership Academy is committed to:

- Enhancing students’ self-awareness
- Preparing students to have a positive impact at NIU and the greater community
- Developing students’ leadership skills to enhance their future personal and career success
- Fostering connections between students and the University

Overview of the Leadership Academy

The Leadership Academy is a three-tiered, self-paced leadership program. In the Leadership Academy, students have the opportunity to join organizations, attend workshops, write reflections, present their learnings to others and much more.

Tier I: Personal Leadership: Tier I is an introductory leadership tier that allows students to learn more about their personal leadership style and what it means to be a “leader”.

Tier II: Campus and Community Leadership: Tier II provides students with the opportunity to develop their individualized leadership styles in the NIU and DeKalb community. At the conclusion of Tier II, students will earn a leadership certificate.

Tier III: Leadership Culmination: Tier III allows student leaders to formally summarize and reflect on leadership skills they have gained throughout the Leadership Academy. At the end of Tier III, students will receive the honor of Leadership Academy Distinguished Leader. Students who receive the Distinguished Leader honor will be recognized during SILD’s Kevin D. Knight Leadership Awards Ceremony and will receive a graduation cord to wear during their graduation ceremony.

The Leadership Academy is open to all NIU undergraduate students. Students can begin the Leadership Academy at any time by completing an application on Huskie Link.
Leadership Framework

Activities for the Leadership Academy are based on the Social Change Model of Leadership Development, which provides opportunities for students to enhance their learning and facilitate positive social change. By participating in the Leadership Academy, students will be able to understand and apply the 7 C’s of leadership: consciousness of self, congruence, commitment, collaboration, common purpose, controversy with civility and citizenship (Komives and Wagner, 2009).

Tier II: Campus and Community Leadership

The purpose of Tier II is for students to utilize their leadership styles/skills in the campus and community environment. Through increasing their participation on campus, attending workshops, creating a resume and working with Leadership Development staff, students will begin to incorporate their personal leadership styles/skills to make a difference to the campus and community.

Learning Outcomes

Through completing activities in Tier II, students will be able to:

- Explain the benefits of working as a leader within a community towards one common purpose
- Implement leadership skills through working in conjunction with peers
- Relate experiential learning to the 7 C’s of leadership

Tier II Requirements

Tier II contains both mandatory and recommended activities. All mandatory activities MUST be completed by Leadership Academy students.

Mandatory Activities (complete all activities)

1) Attend at least two Leadership Academy meetings or an equivalent activity.
   - Each semester, three Leadership Academy general meetings will be held. During your Tier, you must attend at least two of these meetings or an equivalent activity or an equivalent activity. During these meetings, you will have an opportunity to network and interact with your Leadership Academy peers and Leadership staff members. Leadership discussions, activities and reflections will also take place.
   - Fulfills objective 1
2) Complete at least 10 hours of community service.
   - Community service can be completed through a student organization or individually. Write a reflection that describes the community service activity(ies), your thoughts on completing the activity(ies) and how this service experience(s) impacted your leadership skills and helped you understand the value of working with others. Submit the reflection to Huskie Link.
   - As part of your 10 hours of community service, complete a portion of the hours at an event in your home community. This can be the DeKalb/Sycamore community but if so, it cannot be run by an NIU organization. Please submit the event to Leadership staff a week in advance for our approval. The Leadership staff reserve the right to not honor events that have not been pre-approved. Include this event as part of your reflection.
   - Fulfills objectives 1, 2, 3

3) Attend at least one (1) Leadership Academy workshop.
   - Fulfills objective 1

4) Plan a diversity training and/or event with other tier 2 members.
   - At NIU, we have a variety of ways in which students can learn more about what it means to be a part of an inclusive community. For this activity, plan a diversity training and/or event with other tier 2 members. Examples include the LGBT Ally training, Dialogue on Diversity training, or any other workshop/event through our cultural centers on campus (i.e., Asian American Center, Latino Resource Center, etc.). After planning, write a reflection of what you planned, what you learned, how this event/training will contributed to your and other’s understanding of the value of working with others and how you can use this knowledge to further develop your leadership skills. Submit your proposal and reflection to Huskie Link.
   - Fulfills objectives 1, 2, 3

5) Fine-tune your resume. Upload your resume to Huskie Link.
   - Fulfills objective 3

6) Meet with the Assistant Director or Graduate Assistant for Leadership Development at least once during Tier II to discuss your progress and to begin talking about the Tier III online portfolio (begin reviewing the Online Portfolio Instructions at [www.leadershipacademy.niu.edu](http://www.leadershipacademy.niu.edu)).
   - Fulfills objectives 1, 2, 3
7) Interview for a job OR an internship experience.
   o **If you were hired** for the job/internship, discuss how your job or
     internship experience allows you to utilize your leadership skills. Detail
     what the job/internship is and entails and how this job/internship is
     helping you learn to work with others, work on a team with a common
     purpose and improve your leadership skills.
   o **If you were not hired** for the job/internship, discuss the application
     and interview process. Describe what you learned throughout the process
     and what you would change moving forward. In addition, describe how the
     application/interview process improved your leadership skills.
   o Submit your reflection to Huskie Link.
   o Fulfills objective 3

8) Attend the NIU LEAD Summit or another conference in its entirety.
   o After attending the conference, write a reflection of what you learned and
     how it can help you with your leadership development. Talk specifically
     about how your leadership skills were enhanced by the experience. Also
     include examples of how you learned to use your leadership skills at NIU
     and in the community. Submit the reflection to Huskie Link.
   o Participation in the Lead Summit prior to entering Tier 2 will be honored
     so long as all Tier materials are completed in the same year that the
     Summit is attended.
   o Fulfills objectives 1, 2, 3

9) Run for an Executive Board position in one of your current organizations.
   o In a reflection, describe what the position is and entails and why you
     decided to run for this position.
   o **If you were elected** to this position, describe how this position will help
     you enhance your leadership skills and how you will use your leadership
     skills to improve this position. Also, discuss the common purpose you help
     establish within the organization, how you work together with members of
     the organization and any conflict resolution incidents you have had to deal
     with as a member of the Executive Board.
   o **If you were not elected** to this position, discuss the application and
     election process. Describe what you learned throughout the process and
     what you would change moving forward. In addition, describe how the
     application/election process improved your leadership skills.
   o Submit the reflection to Huskie Link.
   o Fulfills objectives 1, 2, 3
**Optional Activity**

1) Participate in mentor program.
   - The Leadership Academy is collaborating with Alumni Services to connect interested Academy members with alumni who are interested in beginning a mentor/mentee relationship. Interested students will submit an application for the program and meet with either the Assistant Director of Leadership or the Leadership Graduate Assistant to discuss program placement.
   - Fulfills objective 3

**Next Steps**

After completing Tier II requirements, you must schedule a meeting with the Assistant Director for Leadership Development. During this meeting, you will be required to discuss the activities you completed, review your reflections and discuss what you learned. Should all requirements be met, the Assistant Director will move you into Tier III and present you with your Tier II leadership certificate. Tier III focuses on your **Leadership Culmination.** When you officially move into Tier III, you will be provided with a Tier III packet of requirements.

**Assistant Director and Graduate Assistant for Leadership Development**

The Leadership Academy requires you to meet with either the Assistant Director or Graduate Assistant for Leadership Development in SILD. These leadership staff members will assist you in your leadership journey by discussing your progress, connecting you with resources and helping you network with other professional staff and faculty at NIU.

**Leadership Development Staff Contact Information**

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