



# Reframing Your Approach to Leadership Development Programming

Katy Kaesebier & Ja'Nelle King  
University of Houston  
Center for Student Involvement

# Learning Outcomes

- **Gain knowledge about the “Four S’s” of a comprehensive leadership program**
  - students, structure, strategies, scope
- **Discover new and innovative collaboration opportunities**
- **Identify ways to adapt programming based on campus culture and the needs of your student population**

# LEADUH

LEADERSHIP EXPLORATION AND DEVELOPMENT





- **Center for Student Involvement staff**
- **Open to all students**
- **Workshop series**
  - Attend 6 of 12 options
- **Skills needed to be effective student leaders in organizations**
  - Event planning, recruitment and retention, conflict management



- **Women & Gender Resource Center and Center for Student Involvement**
- **Open to all students, faculty, and staff at UH**
- **One day conference**
  - **Keynote, breakout sessions**
- **Focus on women and gender-related leadership issues**
  - **Breaking Barriers in Women's Leadership**
  - **A look at Solange's "A Seat at the Table" through an Inclusion Lens**
  - **Including Trans Women in Leadership**
  - **Women, Entrepreneurship, and the Tools for Success**



- **Cougars in Recovery staff**
- **Open to students in the Cougars in Recovery program**
- **Semester-long mentoring program**



# Benefits

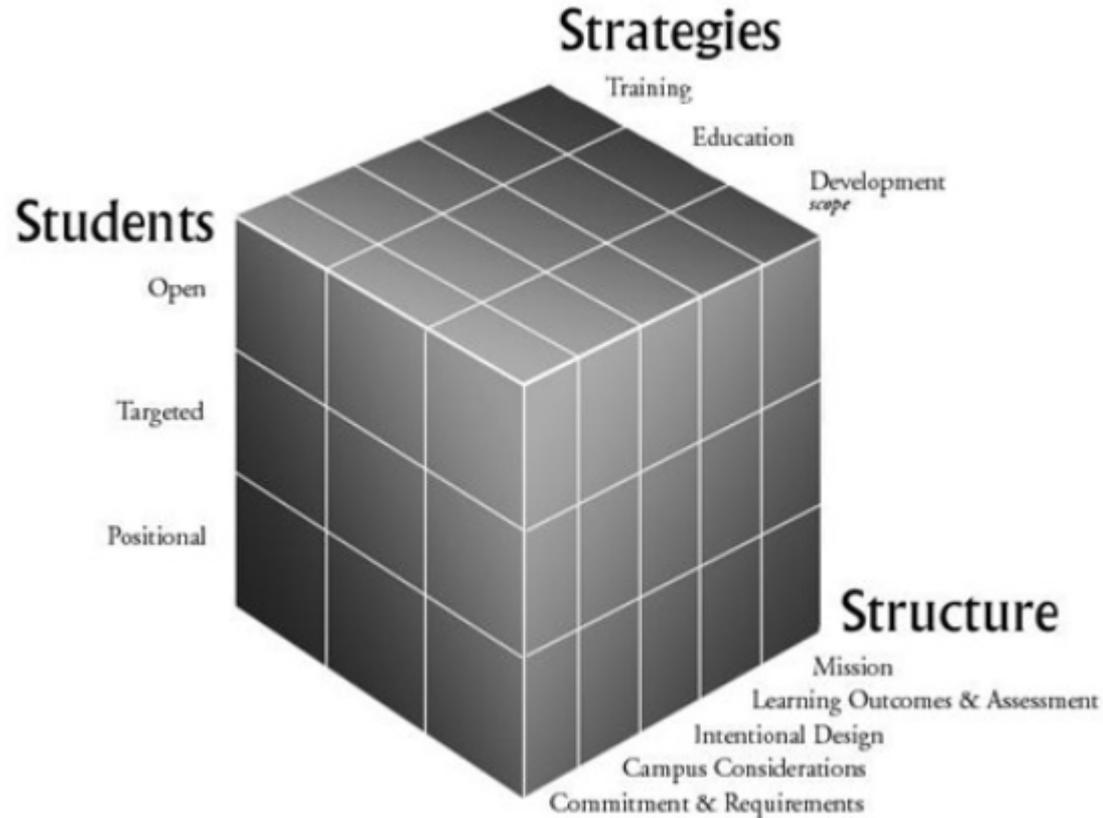
## **Center for Student Involvement**

- Content expertise
- Greater breadth of programs
- Increased marketing
- Don't reinvent the wheel

## **Campus Partners**

- Programming expertise
- Program management and tracking
- Increased marketing
- Funding support

# Comprehensive Leadership Program Model



Komives, S. R., Dugan, J. P., Owen, J. E., Slack, C., & Wagner, W. (2006). *Handbook for Student Leadership Programs*. College Park: National Clearinghouse for Leadership Programs.

# Students

- **Accessibility**
- **Inclusivity**
- **Who is the program serving?**

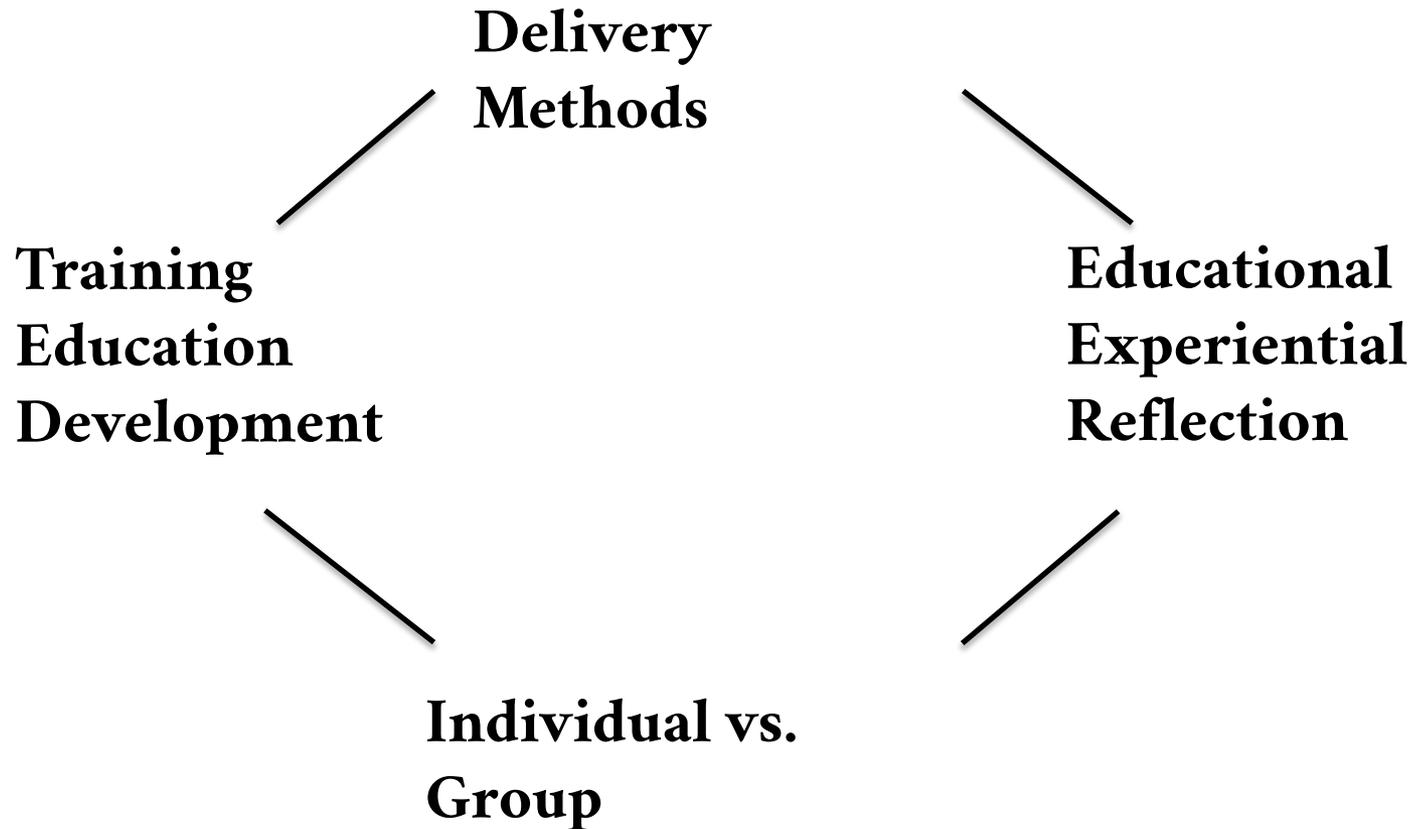
	<b>Open</b>	<b>Targeted</b>	<b>Positional</b>
Campus-Wide	All students on campus can participate	Specific student populations can participate	All students holding leadership roles can participate
Designated	All students on campus are eligible to apply	Specific student populations can apply	Only students in specific leadership roles can apply

# Structure

- Program mission
- Learning outcomes
- Research-based
- Campus environment and mission
- Requirements
- Completion credentials
- Themes



# Strategies



# Scope

Focus	View of Self	Example
Individual	Self as leader	Club president
Relational	Self as a member of a group	Club president and integral part of club
Systemic	Self as a citizen or member of a community	Club president, integral part of club, and integral part of community

# LeadUH Program Growth

2014-15  
1 program  
84 students



2017-18  
10 programs  
5,568 students

2015-16  
3 students  
completed  
a program



2016-17  
23 students  
completed  
a program



2017-18  
43 students  
completed  
a program

# Adapting to Campus Culture

- **Who is attending your programs? Who isn't attending?**
- **How can you identify peak programming days and times?**
- **How much time are students able to commit to programs?**
- **Who are the content experts for specific areas on campus?  
How can you partner with these experts?**
- **What skill sets do your students need to develop?**
- **How can you adjust existing programs to better meet the needs of your students?**

# Moving Forward

- **Assessment Project**
  - **Determine contributing factors that influence completion rates for LeadUH programs**
- **Marketing**
- **Expand this approach to ServeUH programs**

