

INSTITUTE FOR LEADERSHIP STUDIES

The **Institute for Leadership Studies** (ILS) is a leadership development center that incubates leadership learning ideas and actions. It serves as one of the University's portals to and from the Marin and greater Bay Area to contribute expanding options for leadership practice, which facilitates constructive change in our community. It is dedicated to positive individual, organizational and social change. We believe engaged citizenship and socially responsible leadership are essential to effect such change. Our mission is to advance the study, teaching and practice of effective, ethical leadership in our world.

The Institute is an academic organization, housed in the School of Business and Leadership, with program and department chairs/directors representing multiple disciplines from all three schools, and the Dean of Student Development, serving on its Board of Advisors. This consortium partners with business and community leaders to provide leadership development opportunities to our campus and to the Bay Area community. ILS is a key partner to Dominican's Office of Student Development assisting in providing leadership development training and experiences to the Dominican students.

Leadership Philosophy

Leadership education and training experiences at Dominican University of California have an underlying theme promoting the leader's responsibility for shaping a constructive organizational culture. An organizational culture where colleagues trust one another, maintain ethical values and hold one another accountable for achieving shared organizational goals, tends to emerge from an organizational environment that establishes clear priorities and focuses on results. Participants of the Institute for Leadership Studies will explore how leaders, teams and individuals are in relationship with one another within cultural contexts. We believe that trust, constructive conflict, clarity of purpose, mutual accountability and achieving results are inter-related. We believe that thriving organizations empower all employees to demonstrate leadership.

Guiding Principles and Values

- ILS' guiding principles are based on Dominican values. ILS serves as a partner to our campus and our civic & business communities as we strive toward continuing to achieve our Dominican values of service and community based upon knowledge and reflection.
- ILS serves the Bay Area and Dominican communities, inviting organizations to incorporate Dominican students in projects fostering leadership learning, service and constructive societal and organizational change.

The Institute's programming can be categorized into four areas: Research and consulting services, education and training, leadership practice and public forums.

RESEARCH THINK TANK

- Faculty and student-faculty teams conduct research on advancing leadership theory and practice.

LEADERSHIP CONSULTING AND PLANNING SERVICES

- Leadership Assessment and Organization, Culture Analysis & Intervention
- Coaching, Team Building, Change Leadership and Conflict Resolution
- Strategic Planning and Meeting Facilitation

EDUCATION AND TRAINING

Leadership Development for Professionals

- ***Leader Board*** consists of up to 16 carefully selected executives and high-level organizational decision makers who meet six times per year to tackle key business and community issues in a trusted and confidential setting.
- ***The Leadership Certificate*** is comprised of six one-day workshops.
- ***Assessing and Refining Your Leadership Style*** is a two-day training workshop that assists participants who seek to become more distinctive and effective leaders.
- ***Meeting Methods: Facilitation Skills for Project Leaders*** is a workshop to learn how to plan and achieve the intended results of a meeting, use a simple agenda format, provide a process that maintains the focus and insure follow through.

Leadership Development for Students offered or coordinated by ILS

Leadership Education

- Minor in Leadership Studies for all undergraduates interested in combining leadership studies with their majors.

Leadership Training

- ***Leon and Sylvia Panetta Institute for Public Policy***, located at CSU Monterey, seeks to equip future leaders with the practical skills of governance, and inspire them to a high standard of conduct in public service.
- ***Global Ambassadors*** are international students trained to make presentations to elementary and secondary schools to share their cultures through personal stories, literature, art, music, history, and geography. Students also share their country's perspective on international issues.
- ***Student Leadership Academy*** is a co-curricular training program providing Dominican undergraduate students with opportunities to learn and practice leadership behaviors and skills. Leadership workshops are offered to students

on topics such as *Leading Effective Outreach and Recruitment*, *Event Planning*, and *Running Better Groups and Meetings*. Through ILS, students can also participate in programs such as LeaderShape, the Panetta Institute Leadership Seminar, and the Panetta Institute Congressional Internship Program, Global Ambassadors

Leadership Practice for Students

- ***Leadership Fellows*** collaborate with the ILS director on leadership projects on campus and in the community.
- ***The Leadership Practicum*** offers students project management experience working in teams on business and community projects. Projects have included clarifying a project's vision, environmental scanning, marketing and operational coordination, project management, canvassing customer and client interests, business plans and budgeting.
- ***Virtual Leader*** is a CD-ROM-based, business skills computer simulation currently being used by Fortune 500 companies and leading business schools for "rapid, significant and sustained performance improvement and business results."
- ***Dominican Leadership Learning Lab*** (DLLL) offers organizational culture and leadership effectiveness assessment, consulting and coaching services to leaders and their organizations. It provides Dominican's executive MBA in Strategic Leadership (MBA-SL) students with a living laboratory for the study of leadership development, plus serves as a community consulting service to organizations throughout the Bay Area.

Public Forums

- ***Leadership Lecture Series and Public Forums***. Each semester, the Institute hosts public forums that actively engage the community in socially relevant discussions and calls to action. Dominican's popular Leadership Lecture Series features lectures on topics related to individual, organizational and/or social change inspired by effective leadership. The lectures are free and open to the public. Recent speakers have included former Vice President Al Gore, Ralph Nader, Suze Orman, Bill Bradley, Isabel Allende, Paul Hawkins and Paul Solomon.

An assessment plan for the programs offered by ILS is currently being developed. Through participation in co-curricular programs, Dominican aims to help students mature in mind, body, and spirit; develop both personally and professionally, face questions of ethics and morality; address issues of social justice; and become empowered as they develop their own leadership capabilities. (CFR 2.11) Additional integration of co-curricular and academic leadership opportunities is provided in the newly developed Leadership minor (approved spring 2007).

