

# Florida's Finest

## Leadership training on campus statewide

By Catherine Smith

**W**hat does it take to be a leader? Training! Student leaders across the state can get the training they need to be the best, whether they want a minor in leadership studies, a series of workshops, a library devoted to leadership materials, or an ROTC experience. Here's a sampling of the leadership development being offered at Florida's colleges and universities.

### Florida Christian College

**What:** All FCC students must complete the "Life-long Leadership Development" program, which concentrates on four areas of development—spiritual, personal, community, and career.

Students seek out spiritual development by attending two types of worship. Family Worship Hour (Chapel) lets the

large, their fellow man," says Dr. Terry Allcorn, FCC's vice president of student life. Students must complete the mandatory 15 events per semester, all of which must have a clear Christian-service purpose.

Career development begins when students take a course to assess their career goal and aspirations. Students pursue other courses in their field of interest throughout their college years, culminating in an internship during senior year.

**Why:** FCC has continuously offered the program during its 25-year history. Students gain a greater understanding of leadership and the ability to lead others under Christ's guidance. "FCC strives to purposefully prepare leaders for both Christian ministry and K-12 education," Allcorn says.

**Who:** Contact the student life office at [studentlife@fcc.edu](mailto:studentlife@fcc.edu), 407-847-8966, or visit [www.fcc.edu/studentlife/pace.htm](http://www.fcc.edu/studentlife/pace.htm).



student club or organization to be certified.

Sophomores evolve to "Emerging Knights" by completing two book studies, eight workshops, and 40 hours of community service, belonging to a student club or organization for two semesters, and being an officer in that organization.

Juniors become members of Omicron Delta Kappa upon completing three book studies, 12 workshops, and 100 hours of community service, maintaining an officer status in a club or organization for two semesters, holding a 3.0 GPA, serving as a Peer Leadership Consultant for one semester, and developing and organizing a campus-wide event.

Seniors achieve Medallion status after they co-lead one book study, attend four book studies, co-present for four workshops, attend 12 workshops, complete 150 hours of community service, hold an officer position for four semesters, create and run two campus-wide events, and serve as a Peer Leadership Consultant for one year.

**Why:** "An NSU leader exercises civic responsibility, takes action, and engages others to make a positive difference for the common good," says Dr. Terry Weech, NSU's director of student activities and leadership development. "Individuals do not need a formal position to be leaders, but every act of leadership has the ability to affect individuals, teams, organizations, the community at hand, and society at large."

**Who:** Contact Terry Weech at 954-262-7293 or visit [www.sald.nova.edu](http://www.sald.nova.edu).



Seminole Community College students do the "Wild Woozy," a team-building exercise where students must trust and lean on each other to get to the end of the cables.

college community come together for corporate worship, preaching, and teaching. D-Groups (Discipleship Groups), smaller gatherings of students, provide personal growth and integrity.

PACE (Promoting Achievement, Character, and Excellence) incorporates for-credit classes and seminars into the students' course work. PACE provides the life skills needed for success in college and promotes continuing education.

"Christian service is a vital aspect of leadership development. Christians are called to be a light to both the Christian community and to the community at

### Nova Southeastern University

**What:** The Leadership Development Academy is a four-phase program where students earn the esteemed Raquel Ferrero Leadership Medallion upon completion. The academy includes retreats, workshops, group book discussions, seminars, conferences, and service-learning projects.

The four-year leadership development track begins with freshmen becoming "Certified Student Leaders." Beginning students must complete one book study, four workshops, and 20 hours of community service, and belong to a

### Florida Atlantic University

**What:** LEAD (Leadership, Education And Diversity) is a leadership program consisting of retreats and workshops throughout the school year.

Tailored specifically for new freshmen and transfer students, the Emerging Leaders retreat provides guidance on ways to get involved on campus and basic leadership skills. The Diversity Retreat provides training for upper-class students who are interested in multicultural issues. The Survival Retreat, the final experience, is open to past attendees of either earlier retreat.

"This retreat focuses on team building and usually involves activities at a ropes course," says Michelle Dunn, coordinator of student affairs.

Monthly workshops focusing on specific areas of leadership augment the retreats. Students who complete any combination of four of the retreats and workshops and fulfill the required 30 hours of community service by the end of the year are awarded a leadership certificate.

Those who obtain the certificate receive recognition on their transcripts in addition to their invitation to join the Leadership Committee that is made up of faculty, staff, and students. "Assistance in this committee, in turn, continues their leadership progress, as many students go on to help plan and facilitate workshops and/or retreats," Dunn says.

**Why:** To develop leadership skills such as time management, group motivation, conflict resolution, and understanding team members.

**Who:** Contact Michelle Dunn at [mdunn@fau.edu](mailto:mdunn@fau.edu) or visit [www.fau.edu/student/activities/leadership.htm](http://www.fau.edu/student/activities/leadership.htm).

### The University of South Florida

**What:** The Leadership Center offers a library with an array of books and resources for aspiring leaders, a database of 300 clubs and student organizations, and a forum for campus involvement opportunities to be explored.

USF also offers their ambitious students a minor in Leadership Studies, in which students complete 18 hours through six interdisciplinary courses concentrating in leadership involvement on campus and in the community. About 450 students are now involved in Florida's first minor in leadership studies.

Students also attend workshops, lectures, and conferences—"anything from an hour-long workshop on how to set goals to a two-day workshop on identity development," says Laurie Woodward, student activities director.

**Why:** "The program is a partnership with other departments, and we've tried to create students who help others move, grow, and make things happen,"



Woodward says. The faculty and staff involved in USF's leadership initiatives hope to model the behavior that students can replicate to possess the leadership qualities that future employers are looking for. The skills learned now will benefit students' careers, communities, and lives. "Leadership is about continuous growth and continuous learning," Woodward says.

**Who:** Contact Laurie Woodward at [lwood@admin.usf.edu](mailto:lwood@admin.usf.edu), call the student activities center at 813-974-7595, or visit [www.coba.usf.edu/centers/leadership](http://www.coba.usf.edu/centers/leadership).

### University of North Florida

**What:** Students can earn a leadership certificate in UNF's newly-developed four-part series of leadership seminars. "The Introduction to Leadership [seminar] will introduce students to varying definitions of leadership, discuss some of the key theories, explore similarities and differences between leadership and management, and incorporate opportunities for self reflection," says Anita Vorreyer-Hedges, interim assistant vice president for student affairs. The second seminar, "Leading Others: Building Relationships," and the third in the series, "Ethics and Decision Making," lead to the final seminar, "Leading Toward the Future." This final component lets students apply the knowledge gained from the prior seminars to real-life situations through an internship.

**Why:** UNF's series doesn't train students in how to run a meeting or set up an agenda but rather teaches leadership as a life-long attribute. "It's about developing coalitions, position, power, and influence, not just who's in charge because of a title," Vorreyer-Hedges says. According to Vice President for Student Affairs Mauricio Gonzalez, the newly revised mission statement reads, "The most important outcome of the work we perform...is to have instilled in the students we serve an understanding of responsible citizenship and leadership."

Vorreyer-Hedges says, "Our long term goal is to offer the leadership course as a for-credit course in UNF's academic curriculum."

**Who:** Contact the office of the vice president for student affairs at 904-620-2600, or visit [www.unf.edu](http://www.unf.edu).

### Seminole Community College

**What:** The SCC Leadership Institute hosts five weekend leadership retreats. Attendees participate in low ropes challenges, lectures, presentations, case studies, and role-playing. The retreats are administered by SCC's Student Activities Office, school administration, special guests, and the Leadership Challenge Team—a group of seven advanced student leaders.

After students have attended at least one leadership retreat for new leaders, they're invited to the Advanced Leadership Institute retreats. "Each advanced retreat is an exciting weekend event with a series of seminars on leadership theories, personality and leadership styles, effective communication techniques, giving and receiving feedback, leading, supervising and coaching others, appreciating diversity, working as part of a team, and group facilitation skills," says Shelley Ouellette, media and public relations coordinator.

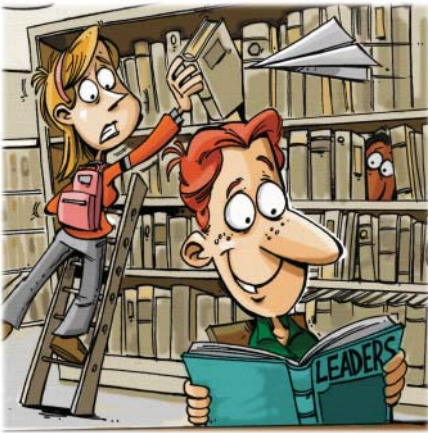
**Why:** SCC aims to develop student leaders by promoting personal growth and encouraging exemplary leadership training. "There are a zillion reasons to want to meet with a group of fresh-faced students who are in the process of becoming incredible human beings," says Dr. Ann McGee, president.

**Who:** Contact the student activities office at 407-328-2320 or visit [www2.scc-fl.edu/sa/leadershipretreats.htm](http://www2.scc-fl.edu/sa/leadershipretreats.htm).

### Indian River Community College

**What:** IRCC's Student Leadership Development Program begins with the two-day Leadership Conference, which gathers more than 100 freshman and sophomore each fall to participate in various events including leadership workshops, team-building, and group problem-solving activities. At the end of the fall semester, students attend the off-campus, two-day Leadership Retreat, during which they learn effective communication techniques, enhance personal development, and undergo leadership training.





Students who don't participate in the program can earn a Leadership Development Certification. To earn the certificate, students must attend leadership events held throughout the year and complete at least 15 hours of community service.

**Why:** "The program's goal is for students to take the skills they learn into the community as effective leaders," says Lori LaCivita, coordinator of student leadership development. "After students realize who they are as individuals, including their goals and principles, they're able to have an impact on others." (See more in "Leaders: Know Thyself" on this page.)

**Who:** Contact Lori LaCivita at [llacivit@irss.cc.fl.us](mailto:llacivit@irss.cc.fl.us), 772-462-4723, or visit [www.ircc.edu](http://www.ircc.edu).

### Okaloosa-Walton Community College

**What:** The Army ROTC program at OWCC is a two-year program developed to help students with the transition between the community college and a four-year university. The program requires between one and four semester hours for participation. Students attend Military Science I and II classes that focus on the fundamental principles of leadership and provide both classroom and laboratory instruction. Twice a year, students conduct a field training exercise that enhances the basic skills taught in the classroom. Students are also encouraged to improve their level of fitness by attending physical fitness training. Upon successful completion with a four-year degree, students are commissioned into the Army as second lieutenants.

**Why:** The Army ROTC program prepares students for a career where they'll be leading and managing the training, morale, welfare, discipline, and overall success of a platoon of 30 soldiers. "Army ROTC truly teaches college students to become the future leaders of our nation," said Captain David P. Doherty, assistant professor of military science.

**Who:** Contact Capt. David P. Doherty at [dohertyd@owcc.net](mailto:dohertyd@owcc.net), 850-729-6022, or visit [www.owcc.edu/departs/courseDescriptions/militaryscience.cfm](http://www.owcc.edu/departs/courseDescriptions/militaryscience.cfm).



Find more leadership training programs with links at [www.floridaleader.com](http://www.floridaleader.com)

# Leaders: Know Thyself

Although leadership has often been linked to the ability to connect and influence others, you can't effectively lead others if you don't first know how to lead yourself. Taking this thought a step further, if you don't know where you're going or how to get there, then others won't want to follow. Clearly, the "connection" that's vital to leadership development is to first connect with the inside "you" to identify your values and where you want to go based on those values. Here's how to become a dynamic leader, from the inside-out.

## Discover Your Value Connection

Leadership begins with self-knowledge and self-assessment. Self-knowledge begins by asking, what do I really value? Identify what's important, what you believe in and are committed to, and what you'll stand up for regardless of surroundings or circumstances.

Identify your strengths and weaknesses and reflect on experiences so that you can learn from successes as well as mistakes. Know that mistakes aren't what define you; rather, the solutions that you choose and what you learn from these experiences are what really matter.

## Discover Your Choice Connection

Knowing yourself lets you give the right responses to any situation or person. You may not always be able to control the environment or circumstances, but you can exercise "power of

## 1 - Self Regulation "Connection"

When you stay level-headed, positive, and firm in difficult situations, you'll develop confidence. Others will also gain trust in your leadership abilities because they know that you'll do what's right and necessary.

## 2 - Empathy "Connection"

Empathy lets you read the emotional currents and intelligently navigate your way through any situation. Sincere, genuine concern for others is the cementing bond of a trusting, long-term connection.

## 3 - Social Skills "Connection"

By effectively communicating with others, you'll inspire and guide them to reach their full potential. In contrast, if you lack social skills, you could be an extremely intelligent individual, but no one will recognize that fact because you can't communicate it to others. You may become a legend, but only in *your own mind!*

## Get Connected

In leadership classes and programs, **Indian River Community College** uses a variety of methods to assist students to discover their "self" connections. These methods include classes and programs that center on interactive lectures, activities, exercises, and initiatives that let students to reflect on and process the topics being discussed and apply the information to their own lives. Some approaches include keeping a personal journal, which prompts students to go "inside" themselves and think deeper about specific topics, "value



Lori LaCivita (standing) helps IRCC students (l to r) Tom Abruscato, Rochelle Popp, and Dwayne Barnes learn about themselves in order to lead others.

choice" and make choices based on your values, regardless of who you're with or what's going on.

However, what happens when emotions surface? The view can be very different when you're looking at a situation with anger. What behaviors do you now *choose* to display?

## Discover Your 1-2-3 Emotional Connection

Are you a "hot reactor" or a "cool captain" when making choices? Rather than allowing your leadership skills to go up in a puff of smoke, make your emotions work for you.

Determining your level of self-regulation, empathy, and social skills, while striving to develop a stronger emotional intelligence will let you manage your own emotions, lead yourself, and develop a sense of how other people feel and what they need to lead others.

clarification" exercises such as the developing a personal mission statement, and the use of multiple self-evaluation tools such as personality, emotional intelligence, and leadership assessments.

Now, you're ready to plan, design, and create a framework for who you want to be and what you want to accomplish, based on your identified values. As you understand your values, emotions, and goals, you'll gain insight and positively impact your own life as well as the lives of others. Get connected!

*Lori LaCivita is the Coordinator of Student Leadership Development/Activities at Indian River Community College where she develops and facilitates student leadership programs and workshops, and teaches leadership development classes. For more information on leadership development and/or emotional intelligence, contact her at 772-462-4723, or [llacivit@ircc.cc.fl.us](mailto:llacivit@ircc.cc.fl.us)*