

INITIATORS



UAEU STUDENT AFFAIRS

EMERGING LEADERS

Student Leadership
Program 2021



LEARN – ENGAGE - LEAD

ABOUT THE PROGRAM

A traditional view of leadership is that of the 'individual leader' - promoting command, power and authority. However, at the **UAEU Student Leadership Program** we want you to focus on a different approach. The focus is instead on values and integrity and the collaborative pursuit of the shared goal of change.

We want you to imagine a world where positive social change can be made when knowledge of self, integrity, energy, collaboration and common purpose are woven together.

Throughout the 8 month program, you will be given the building blocks of this leadership style. But more important, you will put your new found knowledge into practice, working on projects collaboratively with your peers.

WHO ARE THE INITIATORS?

From a rigorous application process, we will select 30 students as our Initiators to embark on the 8 month program (January – August 2021) which will involve:

- Intensive Leadership Development
- Seminars
- Work Shadowing (virtual)
- Change projects
- Mentorship with Program Director
- International Collaboration (virtual)

Students who successfully complete the course will be awarded an internationally accredited certificate.

WHAT IS THE INTENSIVE LEADERSHIP DEVELOPMENT?

This part of the program will build upon solid theoretical models and ensure students understand the foundations of leadership and see the practical application in their lives, in future employment and in benefiting their local communities. You will gain:

- A practical understanding of Goleman's model of leadership
- Clarity on the fundamental mind-set needed for leadership success
- Understanding the principles of motivation and performance review
- Clarity on standards of professionalism and presentation in a leadership role
- A solid grasp of emotional intelligence and self-awareness
- Understanding of personal strengths and weaknesses and the power of life-long learning
- Knowledge of the importance of flexible leadership.

WHAT ARE THE PROJECTS?

In the third month of the program, Initiators will be asked to identify a change project based on a prompt received from the Leadership team. You will be required to scope the actions required to complete this project - a project that we hope will be one that instigates real change, either within the university or the community.

You will then recruit your Collaborators to form your Change Team. It will be your job to bring this team together, motivate members, forge agreement, and develop ideas and secure commitment to the change project and its purpose. You will act as role model for the Collaborators.

You will have 5 months to complete the project.

WHAT ABOUT COVID?

Obviously, just as every aspect of our lives has been impacted by COVID, so too has our Leadership Program. The face to face seminars can no longer take place, nor can we travel to international workshops. But we believe that it also brings opportunity. We can be creative with the workshops we set up and with our online mentorship program, you will always be in touch with someone to keep you on the right track.

And remember, nearly every university in the world is facing the same restrictions and we have already reached out to other schools in the US and the UK to ensure our program still has an international element to it.

HOW DO I APPLY?

In order to be considered to be part of the Initiator cohort, you will need to submit the online application form. The form requires you to tell us why you should be chosen for the program.

We are looking for students who are passionate about learning more about Leadership – students who want to learn more about themselves and the world around them. We will be looking for students who stand out.

The panel will review all applications received before the deadline and successful candidates will be interviewed by the Student Leadership Program Steering Group and 2 alumni of the 2019 Leadership Program via Microsoft Teams.

Please follow the link below to be taken to the online application form.

<https://www.uaeu.ac.ae/en/slp/>

Applications are due no later than 11:59 on Wednesday, January 27, 2021.

WORKSHOPS AND SEMINARS

TITLE	DESCRIPTION
LEADING UP	How to apply influence to those in senior positions to ensure the right decisions are made. Oftentimes the most accurate viewpoint is from those on the front line; being able to feed this information into a senior's decision-making process with confidence promotes succession and better decision making.
EMOTIONAL INTELLIGENCE	Understanding the critical role emotions play in how we lead our own actions and the actions of others.
TRUST & LEADERSHIP	We discuss how bonds of trust are established and how matched value sets lead to long term sustainable relationships. Trust in relationships must be reinforced and protected. Trust can take years to build, but can be lost in a moment.
BUILDING A TEAM	Based upon Lencioni's "5 Dysfunctions of a Team", we'll look at the key ingredients needed to create high performing teams. We will build on the previous module on Trust as the first foundation block.

TITLE	DESCRIPTION
CREATING A SHARED VISION	Unless a team (its leader and his/her followers) has a unified and ambitious vision of the future it is impossible to achieve excellence. Disunity in vision leads to inefficiency, a lack of collaboration and a loss of competitive advantage.
HEALTHY CONFLICT	Linked to Lencioni's model, avoidance of conflict, or the inability for a team to manage disagreement will prevent high performance. Understanding how to involve different viewpoints yet remain agile and decisive builds competitive advantage within the team. Honesty in performance review is key. Conversations shouldn't be "difficult", participants are not "difficult" - honest appraisal of performance is required.
MOTIVATION	Based on Herzberg's Motivational Theory this module equips learners with the principles of Hygiene Factors (that demotivate if inadequate) and True Motivators (that create genuine and sustainable motivation).
EFFECTIVE DELEGATION	A leader's effectiveness is directly proportional to their ability to delegate and empower their team-mates. Participants will explore a delegation template and apply it to a task that demonstrates the process of successful delegation, rather than viewing it as an event or "passing the buck".
GOALS AND KPIs	Understanding the principles of good planning, and reviewing progress against that plan. KPIs ensure that everyone on the team understands what has been achieved and what is yet to be achieved.

COURSE LEARNING OUTCOMES

Demonstrate the capacity of *leading self*

- Self-awareness – of the beliefs, values, attitudes, and emotions that motivate them to act.
- Integrity – the ability to act consistent with the beliefs and values held, and the commitment to act genuinely, authentically, and honestly.
- Energy – a commitment to a collective effort, to the development of the team and the achievement of the objectives of the effort.

Demonstrate the ability to *lead others*

- Collaborate with others, empower self and others through trust, and help group members explore self and differences productively and purposefully.
- Communicate and build shared aims and values, acting with vision and encouragement
- Facilitate collective analysis of issues and tasks.
- Resolve conflicts constructively, give and receive feedback with courtesy.
- Connect the individual and group to purposes that achieve positive social change.

Demonstrate understanding of *change in the world*

- Adaptation – that environments and situations evolve constantly, and people and groups need to respond and be flexible.
- Social change – as the outcome of collective action.