

**BOLD Leadership Certificate Program (LCP) –
2012 to 2014
Candidate’s Performance Plan**

Requirements for Completion of Certificate

Performance Evaluated by Program Manager, Team Members, and Self



Understanding Self



Candidate must earn a total of 3 POINTS in this category- Choose one from list below

- 1) Leadership Conference-Date Attended: _____ *3 Points – **completed by Fall of Senior Year**
Prepare a 15-20 minute presentation describing what you learned at this conference, and how that can transfer to your role on the BOLD LCP team and in the workplace (*see Evaluation rubric)

- 2) Attend a Leadership Skills Seminar on Understanding Self/Personal Awareness or Personal Integrity/Ethics 3 Points
Title: _____ (must include reflective paper) *1 point
Title: _____ (must include reflective paper) *1 point
Title: _____ (must include reflective paper) *1 point

- 3) Leadership Course from the following options = 3 points:
 - a. AEM 4940: Leadership and Management in Sports (3 credits-Winter Session 2012)
 - b. CALS: Foundations in Leadership: Personal Skills for Life and Professional Success (3 credits-Spring 2012)
 - c. AEM 3340: Women, Entrepreneurship and Leadership (Fall 2012)
 - d. AEM 4940: Leading Professional Organizations (Fall 2014)
 - e. NBA 5150: Leadership Theory and Practice (3 credits) (Fall 2012)

Candidate must engage in the following:



Student Leadership Challenge Team Meetings



Attend at least 2 Leadership Skill Seminars per semester (or provide Coordinator with alternative



Participate in Cornell Outdoor Education’s Leadership Development Workshop



Participate in Myers Briggs, Student Leadership Practice Inventory, and StrengthsQuest Tools/Workshops



Complete Goals Worksheet – One copy to Program Coordinator – One copy to Business Mentor

Leadership Skill Seminar Title	Date:	Identify Targeted Skill: <ul style="list-style-type: none"> • Understanding Self/Personal Awareness/Ethics • Communications • Inclusivity / Diversity Awareness 	Grade Received for Submitted Paper

Note: you must attend 2 Leadership Skill Seminars each semester

Evaluation Rubric for Presentations



Evaluation of Performance Plan Presentations
(Evaluated by Program Manager and Your Team Members)

PRESENTATIONS – 15 minutes per person - Group presentations limited to four presenters

Candidate to be evaluated on the following:

Topic:

- ✓ Is focused on the competency achieved
- ✓ If this is a group presentation: Did first speaker introduce all speakers and their topics

Organization:

- ✓ Focused on the competency achieved
- ✓ Effective introduction with an attention getter
- ✓ Main points clear and concise
- ✓ Logical arrangement of main points
- ✓ Clear transition between slides/points
- ✓ Conclusion – restatement and summary of main points
- ✓ Presenter utilizes different techniques to address learning/audience styles
 - Kinesthetic
 - Visual
 - Auditory

Delivery

- ✓ Eye contact established & maintained with audience
- ✓ Body and facial gestures reinforce instead of distracting from message
- ✓ Clear articulation, rate of speech and sustained volume
- ✓ Starts on time and stays within time limits
- ✓ Smiles, uses humor or other techniques to engage audience
- ✓ Maintains audience attention/interest in topic
- ✓ If this is a group presentation: Was lead-in / transition smooth between presenters
- ✓ Professional business attire
- ✓ Appropriate amount of time for Q&A – there should always be questions – if none, start prompting...

Understanding Self

Leadership Conference Assignment: This assignment is about developing an awareness and understanding of YOU. A leadership conference should provide you with some in-depth understanding of your own personal leadership style, your mindset, your strengths, areas for improvement. This assignment should explain what the conference theme/focus was, location, times/dates, keynote speaker, what sessions you attended and why, what you gained from the sessions, a personal story on how you did or did not relate to the topic, and how you plan to use this new information immediately. It should also include three major takeaways and at least one “aha” moment where you realized something about yourself that you had not previously known. Make the audience wish that they had attended this conference.

Understanding Others

Experience Working in or Learning About Diverse Environment: There is a dual purpose and focus for this assignment. The workplace will require you to work closely with people from many different disciplines, from different cultures, different personalities and learning/working styles, different value systems, different races, religions, age and gender differences. To give each other a broad perspective of the experiences you may face, this assignment allows for team members to view the world/workplace through your eyes. Secondly, this assignment gives you an opportunity to reflect on what it was like to learn about a group or individuals who are different from you. Your presentation should include an overview of the experience, why you chose that particular course or that “work,” what you learned about the people, the culture and their issues, a personal story on how you will use that information to become a more effective leader immediately and after graduation, at least three takeaways from the experience, and at least one “aha” moment where you realized something about other people that you had never noticed/recognized before. Make the audience

excited and energized about your experience in a diverse environment—you gained knowledge that others may not have in their interview/resume “box.”