

AGLP Leadership Development Curriculum

Aligning Values: Experiential Learning & Reflections Preview

4/19/2021

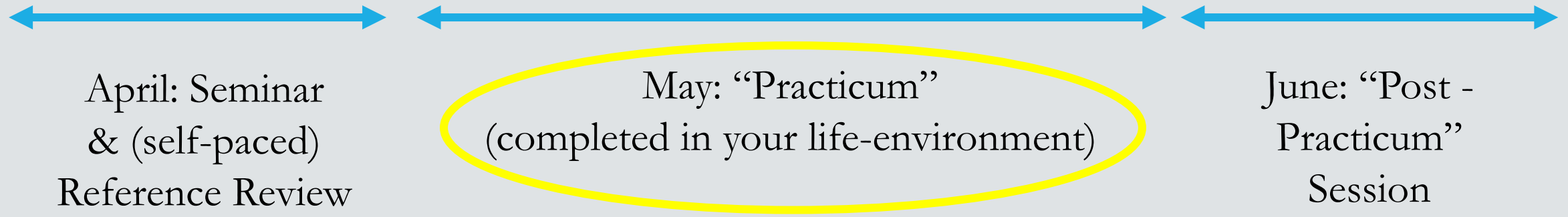
AGLP Leadership Development Curriculum – Sequence*

| Learn | Experience | Reflection | Mentorship |
|---|--|---|--|
| leadership and emotional intelligence theory will be presented in bi-monthly seminars, augmented with external reference material | scenarios within the context of SEAS graduate student life (in academic, research & social settings) to focus on the learning theory presented the prior month | personal reflections on the experiential learning scenarios will reinforce the presented leadership & emotional intelligence theory | guidance provided by SEAS mentors & coaches related to the prescribed experiences for each leadership competency & each EI concentration |

* Based on the U.S. Coast Guard Academy's Leadership Development Program

AGLP Leadership Development Sequence

Leading-Self Competency: Aligning Values



Emotional Intelligence: Perceiving Emotions

May

June

July

AGLP Leadership Development Curriculum

Aligning Values: Review

Values & Attributes



- **values:** what you believe in
- values are demonstrated by behavior
- **attributes:** how others see, perceive & describe you
- walk the talk

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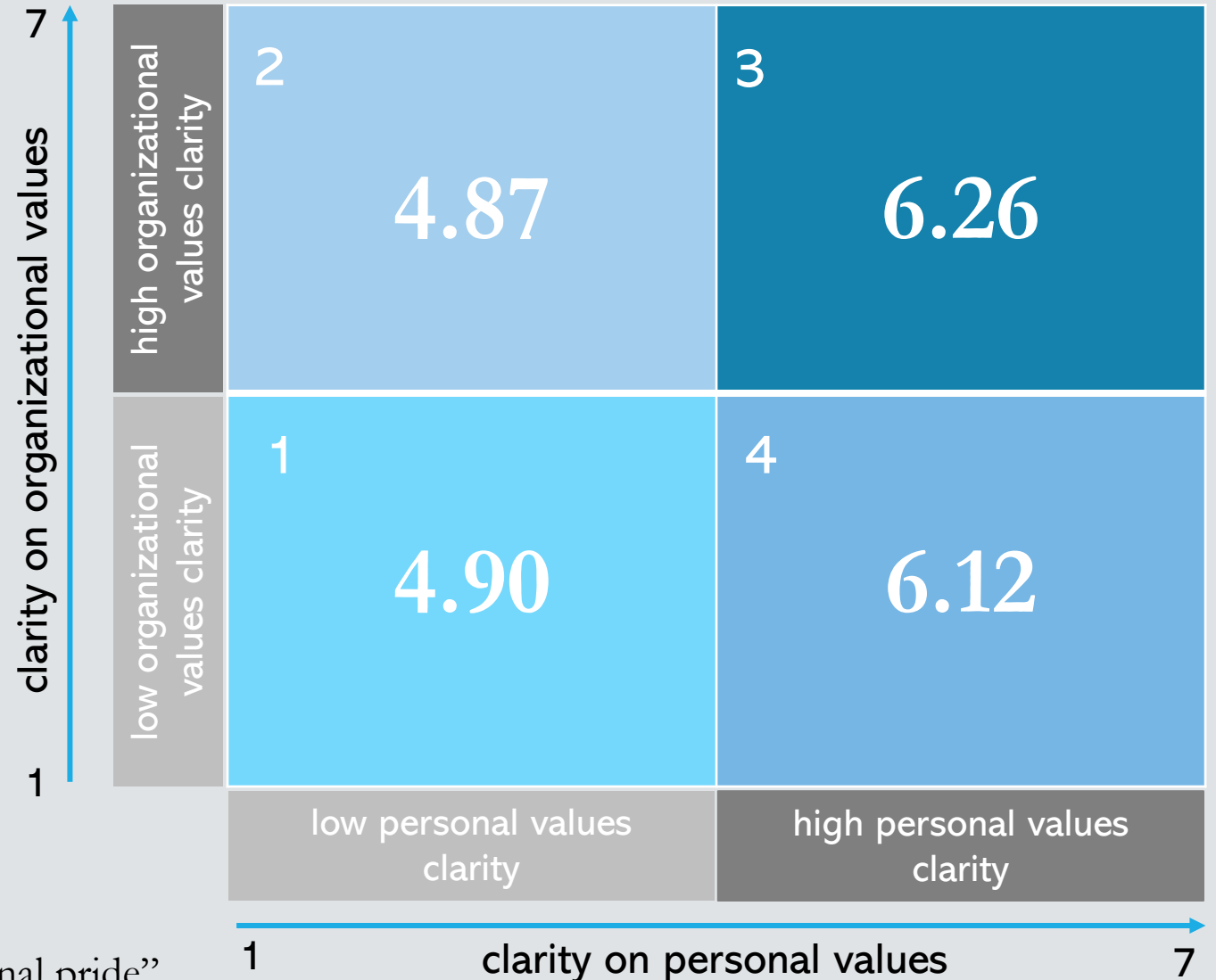
| Values (Personal & Organizational) | | | | |
|-------------------------------------|------------------------------|---------------|-----------------------|-------------------|
| Achievement | Autonomy | Collaboration | Commitment | Compassion |
| Competition | Consistency Dependability | Courage | Creativity/Innovation | Credibility |
| Curiosity | Decisiveness | Dedication | Determination | Discipline |
| Diversity | Education | Effectiveness | Equity | Empathy |
| Faith | Fairness/Justice | Family | Fitness/Health | Flexibility |
| Harmony | Honesty/Integrity | Humor | Inclusiveness | Independence |
| Individualism | Initiative | Integrity | Intelligence | Kindness |
| Loyalty | Open-mindedness | Opportunity | Perfection | Perseverance |
| Positivity | Power | Respect | Responsibility | Service to Others |
| Simplicity | Sincerity | Spontaneity | Success | Teamwork |
| Truth/Trust | Understanding | Uniqueness | Wealth | Wisdom |

Align Personal & Organizational Values

Commitment* & Values (Kouzes & Posner)

Voice your values (as a person
& as an organization)

Have clarity in personal and
organizational values



* Similar results for “job satisfaction” and “organizational pride”

Align Actions with Values (Dr. Dara Richardson Heron)

values

- truth
- accuracy
- science



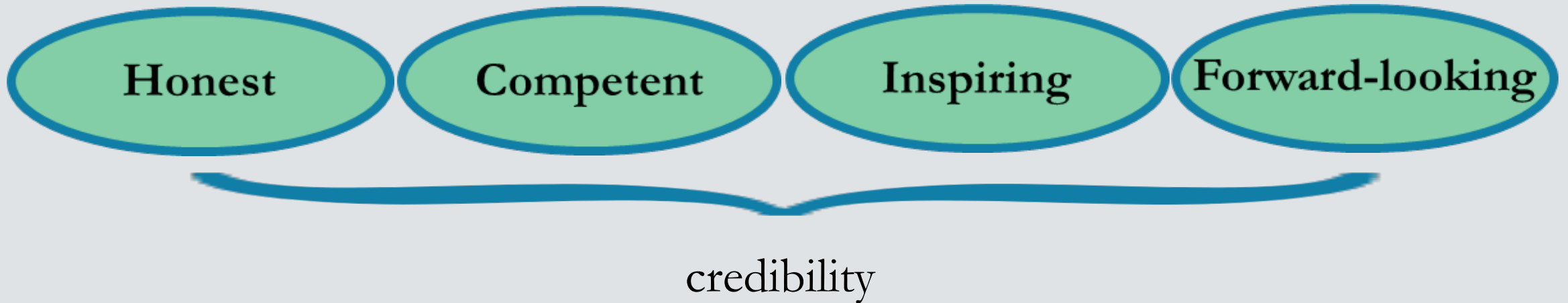
attributes/
characteristics

- trustworthy
- accurate
- scientific

actions

Values – Actions – Attributes*

attributes: how people see your values



the foundation of leadership

*“Do what you say you will do” DWYSYWD**

*Kouzes & Posner: *The Leadership Challenge*

Personal & Organizational Values: Examples

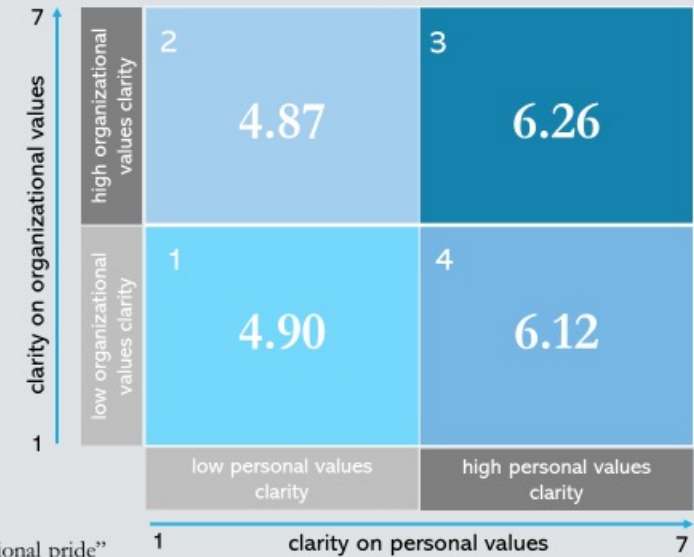
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Yale SCHOOL OF ENGINEERING
& APPLIED SCIENCE

Align Actions with Values (Dr. Dara Richardson Heron)

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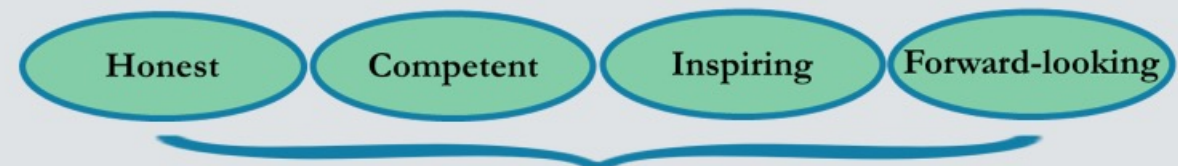
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credibility

the foundation of leadership

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Aligning Values References

- “What Leaders Do and What Constituents Expect & Model the Way” – J. Kouzes & B. Posner’s *The Leadership Challenge* ([Yale Library System link](#))
 - voice/clarify values – align personal & organizational values – set the example by aligning actions with shared values
- “I Have a Dream” - Speech by Dr. Martin Luther King ([NPR link](#))
 - embodiment of aligning actions with values
- “Begin with Trust” – HBR article by X. Frei & A. Morriss ([HBR link](#))
 - Trust drivers (& trust wobbles): empathy (commonly deficient in analytical people) – logic (competence, noting you do not have all answers & asking others of their experiences) – authenticity (reveal your full humanity)

Aligning Values

Practicum: Experiential Learning & Reflection

Aligning Values: Experiential Learning Scenarios

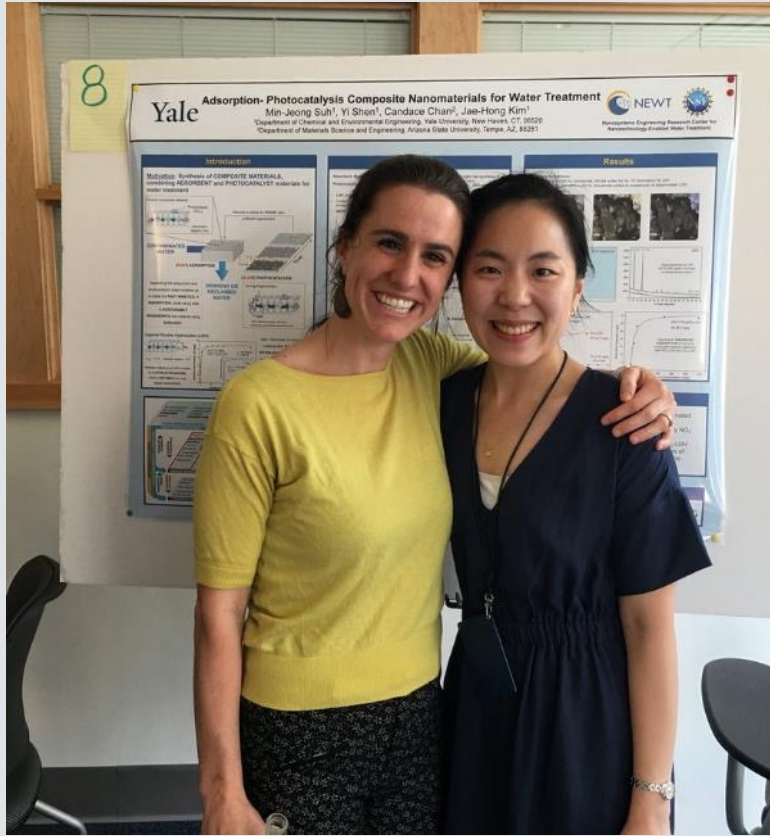


- **Home environment** - What are your values & how do you voice your values

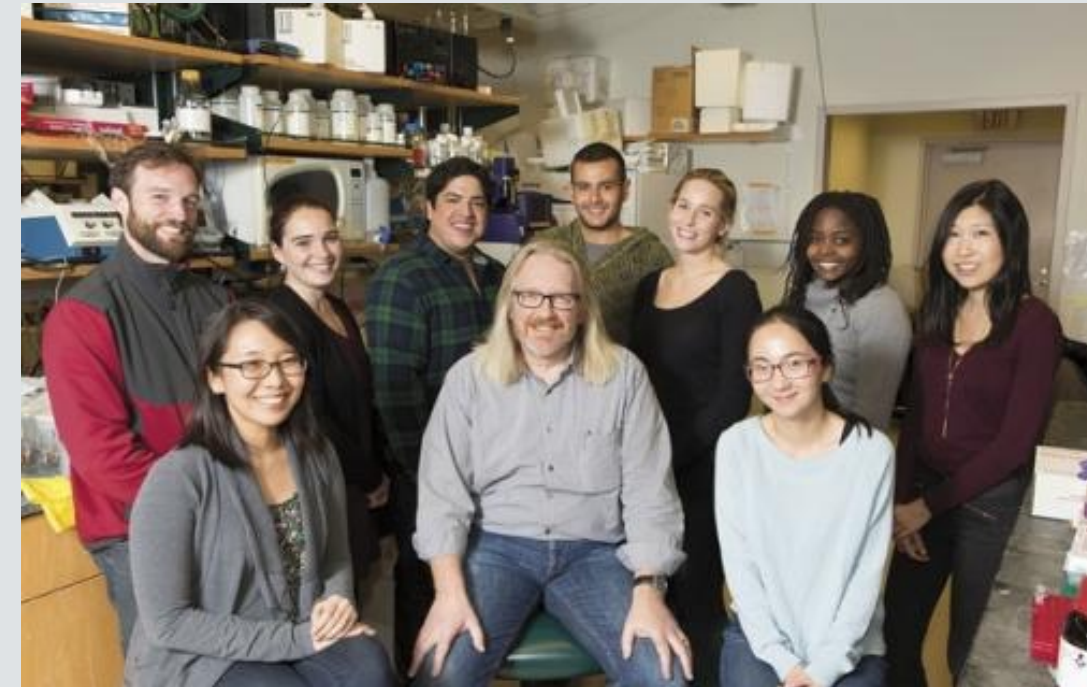


- **Teaching Fellow environment** –
Examples of clarity between
personal & organizational values

Aligning Values: Experiential Learning Scenarios



- **Research publication process** – How are values demonstrated by actions when documenting research?



- **Lab work environment** – Examples of honest, competent, inspiring & forward-looking team members

Aligning Values: VW Experiential Learning

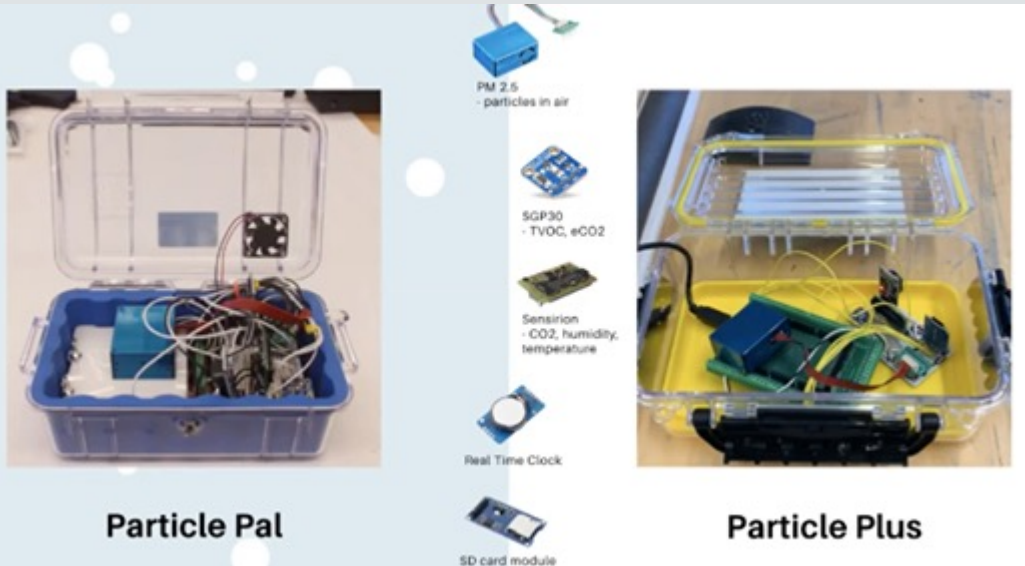


- **Voicing Values** – FRI Team SEAS Meetings on achievement, dedication, education, effectiveness, positivity, & responsibility

- **Aligning Personal & Organizational Values** – FIRST, a mentor-assisted extracurricular hands-on K-12 program: values community, collaboration, access, & diversity (of thought, individuals, processes)



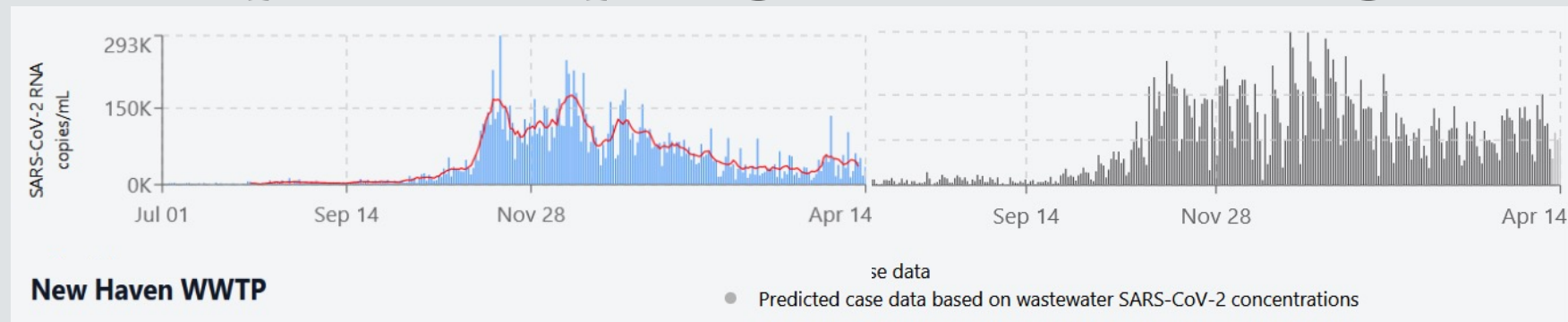
Aligning Values: VW Experiential Learning



- **Aligning Actions with Values –** CEID pandemic operations during spring/summer 2020 Med-Tec response, fall 2020/spring 2021 safe/successful in-person & remote operations

- **Credibility (honest, competent, inspiring & forward looking) -**

Honest, competent,
inspiring, &
forward-looking



Aligning Values: Reflection & Mentorship

“We do not learn from experience. We learn from reflecting on experience.”

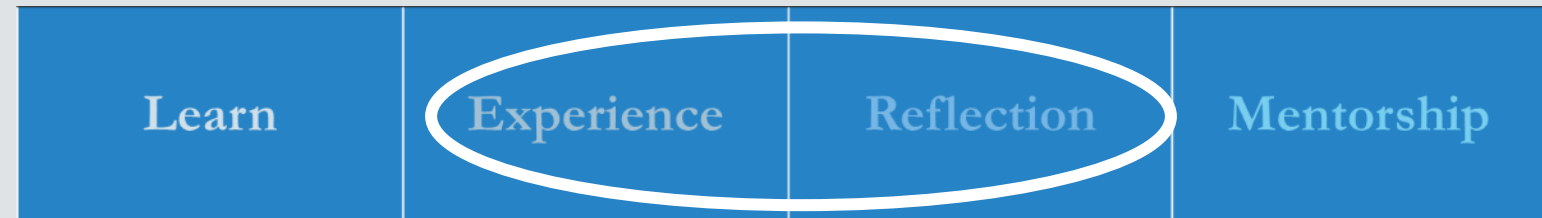
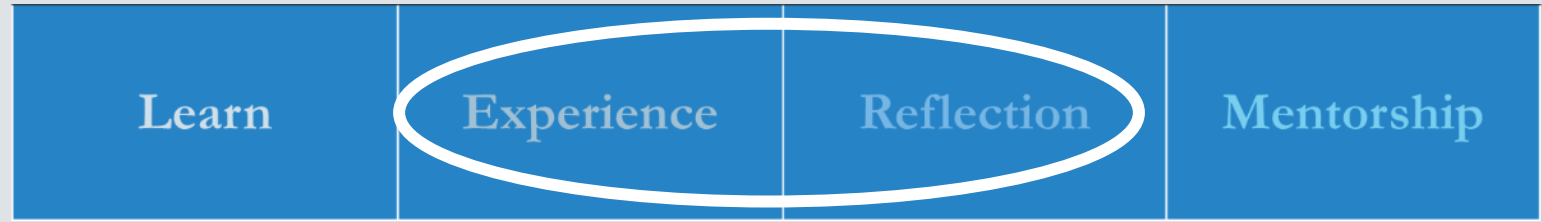
- John Dewey

Leading-Self Competency: Aligning Values



Next Steps

- EL & R – Emotion Intelligence – all April
- EI Perceiving Emotions – May 3 (Review/Preview – May 17)
- EI Observations – May TBD
- EL & R – Aligning Values all May



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