

# LEADERSHIP EDUCATION AT ALVERNIA UNIVERSITY

## MISSION STATEMENT

LEADERS FOR LIFE. ALVERNIA FORMS LEADERS FOR LIFE. WE UNDERSTAND THAT LEADERSHIP IS A LIFETIME CALLING.

THE MISSION OF THE UNIVERSITY IS TO CULTIVATE ENGAGED CITIZENS AND ETHICAL LEADERS WITH MORAL COURAGE. WE BELIEVE THAT LEADERSHIP IS AN INTENTIONAL, CONTINUING PROCESS THAT CAN BOTH BE TAUGHT AND LEARNED. THE PATH TO LEADERSHIP IS THROUGH SERVICE TO OTHERS; BY LEARNING TO SERVE WE CAN LEARN TO LEAD FOR THE COMMON GOOD. TO BE AN ETHICAL LEADER IS TO RESPECT THE DIGNITY OF ALL CREATION; TO EMBRACE THE WORLD AND ITS DIVERSITY; TO HONOR FAIR AND JUST RELATIONSHIPS AND TO WORK FOR PEACE AND SOCIAL JUSTICE. ETHICAL LEADERS FOSTER COURAGEOUS FOLLOWERS.

BY ITS NATURE, LEADERSHIP EDUCATION IS MULTI-DISCIPLINARY, FOSTERING THE UNDERSTANDING OF BOTH CONTEXT AND RELATIONSHIP AND AN APPRECIATION OF BOTH CONSTRAINTS AND POSSIBILITIES. MORE THAN ASSEMBLING A SERIES OF SKILLS, LEADERSHIP EDUCATION INVOLVES DEVELOPING A SERIES OF TRANSFERABLE COMPETENCIES. LEADERSHIP EDUCATION DRAWS ON MANY ACADEMIC DISCIPLINES, BUT IT ALSO REQUIRES REAL WORLD EXPERIENCE.

THE ALVERNIA MODEL OF LEADERSHIP IS GUIDED BY ITS CORE FRANCISCAN VALUES OF CONTEMPLATION, SERVICE, HUMILITY, PEACEMAKING AND COLLEGIALLY AND THE PRINCIPLES OF CATHOLIC SOCIAL TRADITION. WOVEN INTO THE FABRIC OF OUR LEADERSHIP PROGRAMS ARE THE COMMON THREADS CONNECTING SERVANT LEADERSHIP, THE NECESSITY OF REFLECTION, THE NURTURING OF INDIVIDUAL AND GROUP RELATIONSHIPS, THE DYNAMIC ROLES OF LEADERS AND FOLLOWERS AND THE IMPORTANCE OF COLLABORATION.

# VALUES

LEADERSHIP EDUCATION AT ALVERNIA IS A FORMATIVE PROCESS INTENDED TO PRODUCE ETHICAL LEADERS AND FOLLOWERS OF STRONG MORAL CHARACTER, WHO ARE COMPETENT, EMPOWERING AND VISIONARY.

## **CHARACTER**

**Ethical leaders demonstrate integrity through:**

- the courage of their convictions
- willingness to face challenges in order to bring about change and social justice
- trustworthiness and humility
- sharing credit for success while accepting responsibility for actions
- emphasizing collaboration, trust, empathy, and the ethical use of power in all that they do

## **COMPETENT**

**Strong leaders are credible by:**

- continuously learning, adjusting and adapting to changing situations and circumstances and encouraging others to do so as well
- integrating new ideas and people
- demonstrating a willingness to take risks if necessary to create meaningful change
- promoting the common good
- collaborating and partnering

## **EMPOWERING**

**Effective leaders are inspiring by:**

- helping develop the skills and talents of others and offering shared ownership of results
- understanding, cultivating and valuing the role of followers
- celebrating dialogue and debate
- seeking consensus, resolving conflicts but conscious of the power of disruptive change
- willingly sharing power and authority, and seeking inclusiveness in all of its forms as servant leaders

## **VISIONARY**

**Authentic leaders convey a shared vision by:**

- enabling an understanding of context and consequences
- fostering creativity and innovation
- accepting challenges, embracing change and seeking social justice
- contemplating, reflecting on and understanding their actions and those of others
- articulating a sense of shared purpose

TO SUPPORT THESE VALUES, OUR LEADERSHIP PROGRAMS FOCUS ON FOUR PRINCIPLE AREAS: COMMUNICATION, LEADERSHIP SKILLS AND CHARACTER, LEADERSHIP THEORY AND ETHICS. WE BELIEVE THAT FOSTERING AN UNDERSTANDING OF THESE KEY AREAS IS THE FOUNDATION FOR FORMING ETHICAL LEADERS WITH MORAL COURAGE.