Leadership Development Certificate Program in Agriculture

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How the Program Began

- Employers state the desire to hire students with leadership skills.
- Meeting with community and industry leaders in 2004.
- LDCP was created in 2005.
Purpose

- Prepare students for the workforce.
- Help more students intentionally plan their leadership journey beginning earlier.
- Increase the number of students engaged in leadership development.
- Enhance student’s leadership skills.
- Create some visible added-value incentive to students to stretch themselves.
What is the LDCP?

- A certificate program offering broad flexibility, takes advantage of existing leadership development opportunities (on and off campus), creates new workshops outside the classroom.

- Provides a structured framework for students in Agriculture to enhance their leadership skills.
What is the LDCP?

- Each student is guided and assisted by a coach and develops their own individual leadership learning experience that meets specific program requirements.
Who is eligible to participate?

- All students enrolled in the College of Agriculture at Purdue University.
- Students must have completed 30 graded credit hours.
- Must have 3-4 semesters remaining in their degree program.
- It is expected that students will remain in good academic standing throughout the program.
How It Works

- Submit statement of intent form with a resume.
  - The first step into the program.
- Select a coach.
  - A list of qualified coaches is provided.
- Complete a leadership skills and attributes self-assessment.
  - This helps the student learn which skill and attribute areas they want to focus on throughout the program.
How It Works

- Complete a Personal Development Plan.
  - A roadmap that guides students through consistent growth in 4 or more leadership skills & attributes.

- Participate in On-Campus University Recognized Group Events.
  - Students are expected to participate in two non-classroom group or team experiences for at least 1 semester.
How It Works

- Participate in an Off-Campus Community Group Experience.
  - Students are expected to participate in at least 1 off campus, non-university recognized, community group for at least 1 semester.
How It Works

- Participate in Leadership Programs and Workshops.
  - Students must participate in a min. of 2 College of Ag sponsored leadership programs and workshops. In addition, they must also participate in 2 leadership programs, either on or off campus. The leadership growth experience (reflection) is to be documented in the portfolio.
How It Works

- Complete Six Credit Hours of Academic Course Offerings.
  - Documentation of growth in the leadership skills and attributes areas is required through at least 6 credit hours of academic course offerings. All courses included must be justified and students must indicate how each course applies to their personal development plan and the 4 major self-improvement goals.
How It Works

- Develop a Portfolio.
  - Working with a leadership coach, students develop a portfolio that documents their progress on the 4 major self-improvement goals identified in their PDP as well as personal growth in all leadership skills and attributes.
Competency Levels

- Personal Leadership Development
- Interpersonal Leadership Development
- Group and Organizational Leadership Development
- Community Leadership Development
Personal Leadership Development

Skills and Attributes:

- Understands Leadership
- Becomes More Aware of Self
- Practices Ethical Behavior
- Sustains Leadership
Interpersonal Leadership Development

Skills and Attributes:
- Values Diversity
- Enhances Communication Skills
- Manages Conflict
Group & Organizational Leadership Development

Skills and Attributes:
- Develops Teams
- Leads Change
- Manages projects
Community Leadership Development

Skills and Attributes:
- Contributes to Community
The Leadership Self Assessment

- Purpose is to assist students with their PDP.
- Questionnaire enables students to think about the leadership skills & attributes.
- A set of 20 statements that reflect various attributes and skills for each of the 4 competency areas.
The Leadership Self Assessment

- Students rate themselves in terms of how well they think they possess the attributes or perform the leadership skill.

- Assessment provides three choices:
  - I do not do this skill well
  - I do this skill somewhat well
  - I do this skill well
Results to Date

- 2005 – 37 students submitted a statement of intent to participate and followed through by submitting a PDP.
- Fall 2006 – 21 new students completed statements of intent and submitted a PDP.
- April 2007 – First completion ceremony was held with 17 students fulfilling the requirements for the certificate.
Results to Date

- Fall 2007 – 38 students submitted a statement of intent to participate and followed through by submitting a PDP.
- April 2008 – Second completion ceremony was held with 11 students fulfilling the requirements for the certificate.
Conclusions/Recommendations

- After year 1 - student and coach manuals were revised.
- Examples of a PDP were included in the manuals.
- Electronic communication between the program coordinator and the students is imperative.
Conclusions/Recommendations

- Funding sources were sought to enable the program to move to the next level.
- Utilization of a faculty led committee for direction will be used this year.
- Advisory committee comprised of community and industry leaders is helpful.
Website

- www.ydae.purdue.edu/ldcp
- Recipient of the 2008 Association of Leadership Educators Outstanding Program Award.