

School of Global Leadership & Entrepreneurship
 REGENT UNIVERSITY

Taking Leadership Development Online

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Taking Leadership Development Online

Explore how leadership development can and does occur in the online environment while using the LPI or *The Leadership Challenge*.

This session will discuss global issues in leadership development, as well as effective techniques and technologies that can be used to foster and encourage leaders online.



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Regent University

Founded: 1978

Campus culture: Rigorous academics within faith-based context

Enrollment: 4,494 Full-time students: 1,867 Part-time students: 2,627

Alumni (January 2008): 11,142 Degrees awarded (2007): 1,047

Degrees and programs: 30+ graduate and undergraduate degrees

Student-Faculty ratio: 8:1

Number of countries represented: 42

Study Abroad opportunities: England and France, with transitory opportunities in Italy and Israel

Regent University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools, Council for Higher Education Accreditation (CHEA) , The State Council of Higher Education for Virginia (SCHEV)—certification of the Commonwealth of Virginia., Association of Theological Schools in the United States and Canada (ATS), accredits the School of Divinity, The American Bar Association (ABA), The American Psychological Association (APA), \ The Council for Accreditation of Counseling and Related Educational Programs (CACREP)



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- 168—Ph.D./109—DSL/123—MOL/MSF/112—MBA
- 18 countries (Australia, Switzerland, Cambodia, Kenya, South Korea, South Africa, Germany, Japan, Guatemala, Panama)
- 8/23 professors are international
 - Austria, South Africa, Switzerland, Argentina, Romania, the Philippians, Canada, and the UK



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LPI usage:

Masters-level programs

Doctoral-level programs

Hampton Roads Chamber of Commerce



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LMOL601: Foundations of Leadership: History, Theory, Application & Development

Final course project: The Leadership Plan



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The Leadership Plan

- Write a leadership development plan for yourself integrating the following:
- LPI (you will be sent an e-mail invitation to complete your LPI online)
- Motivational gifts survey
- Servant leader self-assessment (take each of the seven Servant Leadership constructs and write a paragraph about you and your leadership for each one)
- How the inventory results (above) relate to you as a leader
- What your strengths and weaknesses are and how you will address them
- How you should balance work and family
- Purposeful personal spiritual discipline and character development
- Prioritized list of personal action steps



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The Leadership Plan

- Grading Criteria
- Clear assessment of gifts - 20%
- Clear interpretation of one's strengths and weaknesses and the ability to demonstrate understanding of a plan of action - 20%
- Demonstration of clarity of the balance of work/family/priorities - 30%
- Well written: a clear introduction that sets up the main theme and the structure of the document, a coherent body, a logical flow from one section to another, a conclusion that calls for action based on or acceptance of the document's premise, all within the prescribed format – 20%
- Accurate grammar, spelling, and writing style – 10%



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Student comments (most significant learning experience)

- Leadership Development Plan, since it opened my eyes to so many things about my leadership skills.
- The most significant learning experience was the completion of surveys such as the LPI and motivational gifts and processing how they applied towards my leadership skills.
- Most significant - Introspection from LPI and motivational gifts survey.
- The LPI was invaluable in helping me learn about my personal leadership capabilities.
- The final project, the personal leadership assessment (LPI) was probably the most impactful project of the course. In addition to deep theoretical knowledge, it held great personal meaning--as it was designed to.



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<https://www.lpionline.com/lpi/do/index>



LPI 360° ONLINE
Leadership Practices Inventory



The Most Trusted Source
on Becoming a Better Leader

KOUZES | POSNER



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Sample LPI report



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Feedback

Report generated (e-mailed)

Analysis

- Self
- Phone
- E-mail
- Skype
- Horizon Wimba



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Assessment of LPI

Leadership Practices Inventory

Discovery Summary: Model the Way	
<p>Strengths</p> <ul style="list-style-type: none">• I follow through on commitments• I set a high personal example	<p>Weaknesses</p> <ul style="list-style-type: none">• I fail to hold people to agreed-upon standards• I do not ask for feedback
<p>Opportunities</p> <ul style="list-style-type: none">• People's trust in me could serve as a strong foundation for solid teambuilding• Since my integrity is unquestioned among those I lead, no one would question my motivation in taking bold leadership stances	<p>Threats</p> <ul style="list-style-type: none">• Failing to unapologetically hold others accountable to agreed-upon commitments• Not setting up structures to gather feedback from people on my leadership teams



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The Leadership Practices Inventory proved to be a valuable experience as I was able to get a 360 review of myself and my leadership practices. I asked three people to be observers for me on the LPI survey. I picked these three people because I manage them under specific XXXXX events and because all three are very different in personality. I wanted to get as accurate as possible feedback from people who would perceive my leadership abilities differently because of their own unique personalities, gifts, and preferences.



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Modeling the Way

“Under modeling the way, my observers gave me 9’s and 10’s. I received 10’s from all observers for “sets personal example of what is expected,” “Follows through on promises and commitments” and “Is clear about his/her philosophy of leadership”. I was surprised by the observers’ answers in this section. Particularly the question that asked “makes certain that people adhere to agreed-on standards.” I received 9’s and 10’s for this question, however, I scored myself a six because I still feel I am uncomfortable confronting someone if they do not live up to communicated and agreed-on standards. I also scored myself a 7 for “sets personal example of what is expected,” “Builds consensus around organizations’ values,” and “is clear about his/her philosophy of leadership.” I think followers perceive a good communicator as having a good leadership philosophy. Since I do believe I am good at communicating what is needed and expected I must give off the impression to a follower that I have a strong leadership philosophy. I do not feel I have a strong leadership philosophy yet. I am journeying through that now and am hoping through my Masters education I will have a more clear philosophy.”



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- The LPI survey indicated my strengths lie in modeling the way and in encouraging the heart. In modeling the way, the results suggested I am strong at setting a personal example of what is expected, following through on promises and commitments, building consensus around an organizations values, and clearly articulating philosophy of leadership. These characteristics are also similar to the “ruler” in the motivational gifts survey where I scored 95% ruler. Encouraging the heart is a strength of mine per the LPI survey and my observers scored me high in the areas of praising people for a job well done, giving team members appreciation and support, finding ways to celebrate accomplishments, and expressing confidence in people’s ability. Again this corresponded well with the motivational gifts survey where I scored a 90% as an encourager. I see more now that my strengths lie in encouraging and severing others and ruling, as described by the motivational gifts assessment.
- Areas of weakness in my leadership abilities include inspiring others to a greater vision, challenging others to change, grow and improve and also showing mercy, teaching others. I need to work on showing others how their interests can be realized, while sharing a compelling image of the future. This is also an important part of servant leadership and trust is needed in this process. The survey also indicated I need to challenge people to try new approaches. My fear of failure has limited me from doing this in the past. However, accepting failure as a part of the learning process can change this mentality.



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Rachel

Rikio



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Cluster programs

South Africa

Tanzania

Ghana

Burkina Faso

Norway

Guatemala

Argentina

Mexico



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- The hypothesis was stated as “LPI-Modeling the Way is a significant predictor for retention/completion amongst doctoral students enrolled in an asynchronous-distance program in leadership studies.”
- Individuals that persisted in the online doctoral leadership program through to degree completion had significantly higher LPI-Modeling the Way scores.



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Thank you
Q & A

