

Leadership Education Member Interest Group Five-Year Strategic Plan
December, 2008

Background and Context for Review:

Informed by the Strategic Plan of the International Leadership Association, 2007-2011, the Leadership Education Member Interest Group (LEd MIG) continues to grow and evolve. In an effort to provide the appropriate infrastructure to accommodate this expansion, the LEd MIG must be intentional about meeting the needs of its members and the expanding community of leadership educators.

The ideas and concepts that follow in this document have been drafted by the Chair and Chair-Elect and reviewed by the Members of the LEd MIG Team as well as the other MIG Chairs and Chairs-elect. We continue to welcome the thoughts ideas and suggestions of the LEd MIG membership, fellow MIG Chairs and Chair Elects, ILA Staff and ILA Board of Directors. Together as we look toward the next five years, it is important that each of you inform and shape the future action of the LEd MIG.

This document contains the following:

- a review of the recent goals of the LEd MIG in 2007 and 2008.
- a summary of the current status and offerings of the LEd MIG
- future strategy which includes short term and long term goals to guide effort and activity.

Review of 2007 Strategic Goals

The 2007 Strategic Goals were to enhance the identity and relevance of the Leadership Education Member Interest Group through specific activities:

- Build community within the MIG to further recruitment, retention, engagement, and overall member benefit.
- Increase awareness of LEd MIG membership benefits and engagement.
- Create and further develop opportunities for engagement in the MIG.

Overview of recent work of the LEd MIG Team.

In 2007, we recruited a LEd MIG Team and establish three working groups to address our 2007 goals:

- **Membership**—To provide quality services to current and potential MIG members that grow and develop an active, intentional and informed community.
- **Resources**—To provide information and resources targeted toward members interested in leadership education that are available both online and at the conferences.
- **Conference creative**—To recruit, develop and promote creative and innovative sessions and programs that enhance the engagement, learning and retention of conference content, establish annual sessions and programs that serve the

continual needs of the membership and thereby advance the field of leadership education.

2008 Strategic Goals

The 2008 strategic goals for the LEd MIG Team were to:

1. Establish a five-year strategic plan for the LEd MIG

The LEd MIG needs a strategic plan that can extend beyond the yearly term of a Chair or Chair-Elect. Sara Thompson, MIG Chair-elect, and Dave Soleil, MIG Chair, will make this plan a priority throughout 2008, gathering input and ideas from the MIG Team and MIG members. This plan will be publicly discussed at the Los Angeles conference to allow for further feedback.

2. Support and assist the MIG Team in their goals and efforts

There are 10 new members on the LEd MIG Team in three working groups. These team members need to be supported and empowered to provide outstanding service to our MIG members. Since this is the first year with these positions, we will focus on supporting and/or creating the systems necessary to make the new structure successful.

Current LEd MIG Status:

Overall, the transition to a significantly larger MIG team has resulted in greater MIG productivity, larger membership involvement, and expanded services for its members.

Some challenges the MIG has faced this year include determining how best to coordinate more people effectively and clearly define the roles and expectations for each working group of the LEd MIG team.

The initiatives the MIG team is currently working on include:

Membership:

- Pre-Conference Welcome and MIG Orientation Webinar
- Welcome Letters for New Members
- Convention Colleagues – pairing experienced members with new conference attendees.

Resources:

- Uploading a variety of sample leadership class syllabi to the ILA website
- Updating and expanding the list of searchable web links for various leadership resources and educational websites available on the ILA website
- Creating a list of written and online material available to leadership educators to assist in teaching discrete leadership activities inside or outside of the classroom environment

Conference Creative:

- Establish and maintain annual sessions at the conference related to leadership education:
 - Dissertation workshop
 - Great ideas teaching forum
 - Student case study competition
 - Brainstorming session at conference
- Evaluate and implement appropriate new, creative sessions to debut at the conference
- Develop a concept vetting process for the team
- Continue to encourage the doctoral student/graduate student networking session that includes sharing research and networking/interaction

Student Affinity Group

- The MIG is working to support a student arm of ILA, currently in the form of an affinity group. If student involvement is strong, relevant and sustained in future years, this group has the potential to become its own MIG.

Future Strategy

Short-Term

- **Maintain and support the current working groups and level of involvement on the MIG team.** The size of the MIG team is working well given the goals set by each area and the amount of time each individual has to commit. MIG team roles, responsibilities and working groups can certainly expand in years to come. However, another year at its current involvement level would benefit the team and help establish standards for future growth.
- **Continue to focus on new benefits and services available online through ILA.** The Internet is the one place where the MIG can provide benefits and services to members worldwide instantaneously. Online webinars, databases, and other useful services can bring the collective knowledge of the MIG to areas of the world where such a community is not available.
- **Open pathways for more international involvement.** Although MIG team membership is open to any members who are interested, the current make-up of the team is entirely individuals from North America. The 2009 conference will be held in Europe and will be a strong opportunity to expand involvement on the MIG team to a more geographically diverse group.
- **Support student involvement in ILA**
Supporting student involvement is a natural extension of the LEd MIG's purpose and mission. Today's students will be tomorrow's educators. Supporting and increasing student involvement will provide greater strength and identity for the MIG as our students enter the workforce.
- **Focus on quality versus quantity.** This strategy will serve the MIG well in its future planned expansion to offer more services, recruit more members, and

provide a more relevant experience for members. Members would benefit more from a smaller number of quality programs and services than a larger number of lesser-quality programs and services.

Long-Term

- **“Continue to advance the study and practice of leadership education” (ILA Strategic Initiatives, 2007-2011 Strategic Plan Feb 13, 2007.)**
Supporting the Strategic Initiatives of the International Leadership Association, the LEd MIG will continue to determine appropriate ways to foster the collection and dissemination of leadership education resources, new knowledge and practical application of this information.
- **Continue to expand MIG services and offerings between conferences.**
Providing the membership with opportunities, programs and services between the annual conferences is one of the top requests from the membership. The Education MIG has made great strides in laying the foundation for more offerings mid-year; however, this strategy should be part of a multi-year effort that needs to be nurtured for years to come, including collaborations between MIGs in programs, research and other membership offerings.
- **Expand international involvement in the MIG.** It is only in recent years that technology has advanced to where international communication, conference calls, web chats, email, instant messaging, and other forms of dialogue are easily accessible and affordable. However, there is a learning curve that we all must experience to best determine a process whereby any interested members can contribute regardless of physical location. In order to expand international involvement, the MIG will actively work to develop a functional process for greater international involvement.
- **Ensure LEd MIG growth is aligned with current trends within the field of leadership education.**
As the field of leadership education grows and evolves, it is important that the LEd MIG does not stagnate – growth should parallel trends within the larger field of leadership education. Compared to other educational fields, leadership is still relatively new and may see a number of changes as it evolves and matures. The LEd MIG needs to remain flexible and nimble to accommodate expected evolutions within the field.