

Spotlight on ILA Members

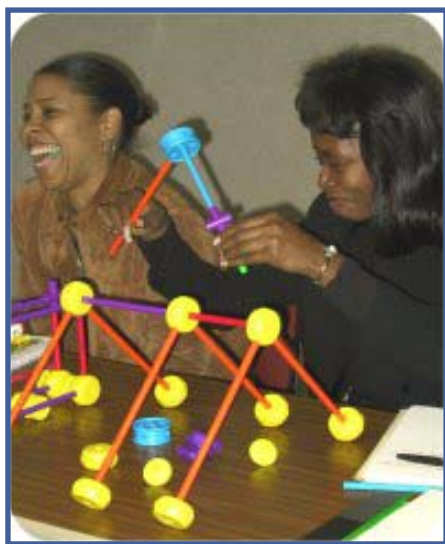
ILA Members are doing amazing leadership work around the world, from starting new degree programs to nurturing young people who make a difference, from running innovative workshops and seminars to fostering organizational change. We are pleased to shine an ILA spotlight on the programs of our members. If you would like to nominate yourself or another ILA institutional member to be featured on these pages, please contact ILA at ila@ila-net.org.

Spotlight on The Leadership Programs at the University of La Verne :

La Verne's Cutting-edge Programs

Frances Hesselbein advocates " . . . leading with the power of language, cultivating relationships, building teams and structures that release the energy and potential of others, developing flexible and fluid management systems, and building an inclusive organization" (2002, 27) This description aligns well with the approaches and goals of the leadership programs at the University of La Verne in southern California's San Gabriel Valley east of Los Angeles.

Leadership development centered in reflective self awareness, built on the ideas of major scholars and theorists, attentive to learning theory, and with the goal of strengthening not only individuals, but also organizations and communities—



these are the characteristics of ULV's leadership programs.

LEAD (Leadership Education and Development) is a campus wide undergraduate leadership program that provides education, application and opportunities both for student leaders and for campus organizations. LEAD is part of the Office of Student Life.

The MSLM (Master of Science, Leadership and Management) graduate program meets the professional and personal needs of mid-career senior and mid-level managers with a specialized business degree—a degree that is complementary to an MBA. The MSLM program is part of the College of Business and Public Management.

LEAD – Undergraduate Leadership Development at the University of La Verne

A number of different components ensure that the LEAD program achieves its goal: "To build the foundation for immediate and long-term leadership mastery by developing thoughtful, responsible, proactive student leaders for the university and greater community." LEAD's components ensure campus-wide leadership development through seminars, provision of leadership resources, roundtable forums, work with the Student Leadership Board, and specialized training. In addition to an Emerging Leader Program, LEAD includes the Landis Leadership Scholars, a donor-funded scholarship program through which a small group of students are selected after a rigorous application and interview process. Landis Leadership

Scholars enroll in a year-long leadership theory and practice course that includes studying the leadership theories of Burns, Cashman, Kouzes and Posner, participation in community service projects, and significant recognition.

MSLM – Master of Science, Leadership and Management

The MSLM, established fourteen years ago, is a program that has grown rapidly, more than doubling enrollment in the past two years. The degree is now offered in five different locations: on the central campus in the city of La Verne, through the University's academic centers in other California cities, and in corporate settings. Most MSLM graduate students are forty or fifty years of age, and hold professional positions across the economy: in manufacturing, finance, social services, education, nonprofit organizations, law enforcement, government, health care and technology. Their undergraduate study reflects similar diversity



ness, and management. The program's attention to change management, group dynamics, diversity, team building, and communication make the degree

applicable in all organizational settings. Students customize their academic experiences through the selection from more than a dozen

electives, to build a concentration in Human Resource Management, Organizational Development, Strategic Management or Non Profit Management. The capstone course is the research, writing and presentation of a thesis or an applied research project to meet managerial/leadership challenges. These quantitative, qualitative and mixed methods research projects are presented at The Leadership Forum, a public event and celebration.



Among the special aspects of this degree are the attention to bridging theory and practice: Burns, Bennis and Heifetz are the scholars whose works are central to all courses; Cashman, Chaleff, Kouzes and Posner are sources emphasized in the core class in leadership. The curriculum is built both on adult

learning theories and the recognition and utilization of a variety of learning styles.

Each ten-week term one or more visiting authors will meet with students, faculty, alumni and the greater community in the tradition (now moving into a tenth year) of the Coffee, Cake and Conversation series. In addition, all students in the program come together four times a year for Class-in-Common, an evening of learning which reaches across the curriculum to integrate learning, build community, and enhance and sustain culture. A variety of skills-based workshops ensure success in meeting the demands of graduate study for a student population of working professionals who have full time responsibilities in the workplace.

The Leadership Programs at the University of La Verne in southern California are institutional members of

ILA and sponsors of the ILA Annual Conference. For additional information about these programs, contact Brian Armstrong, LEAD program director (barmstrong@ulv.edu) or Dr. Carol Sawyer, MSLM program chairperson (sawyc@ulv.edu).