

# LEAP

Learn. Enrich. Achieve. Perform.



**The LEAP Leadership Development program is designed to help you improve your leadership skills. Building upon the foundations of the neuroscience of leadership, you will reinforce your learning through coaching, problem solving and decision making processes, career development workshops, and cultural exchanges. The end result is that you will become more confident, prepared, and marketable for your career. The following is a detailed description of LEAP.**

## **1. Experience your leadership with the LIFE (Leadership Initiative for Excellence) SEMINAR.**

You will begin your LEAP experience by attending the LIFE seminar, a 2.5 day intense and interactive training that will give you the opportunity to practice and enhance your own key leadership competencies including effective communication, decision-making, teamwork, focus, and interpersonal skills. Successful completion of LIFE will be followed by personal coaching to assist you in attaining the inspiring leadership goals you will set for yourself in the seminar.

## **2. Personal Development through INDIVIDUAL COACHING.**

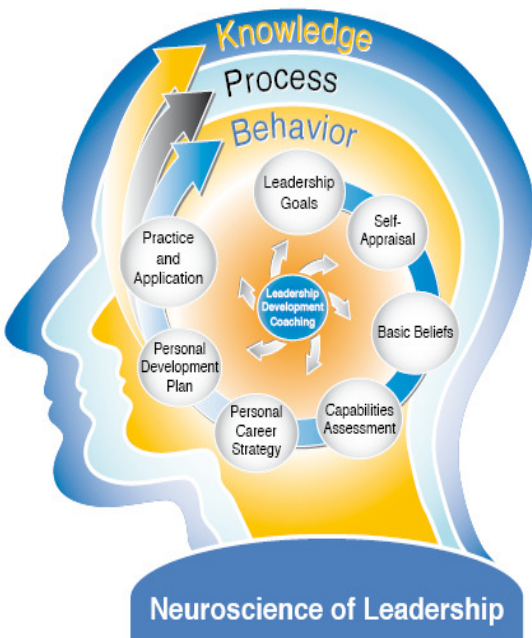
You will have a total of three one-on-one coaching sessions throughout the semester to assist you in setting and following a realizable action plan for achieving your personal leadership goals. Actual times and locations will be scheduled between you and your coach. As with all LEAP activities, attendance of all coaching sessions is mandatory for successful completion of the LEAP program.

### **What is coaching?**

One-on-one coaching will assist you in achieving sustainable, long-term change by setting achievable, inspiring goals, and formulating actions to realize them. Together with your coach, you will learn to *think about your thinking* and to ask yourself the right questions in order to make the changes you want. You will also work on the skills and attributes that you need to improve to further your leadership, and create a personal development plan for

your immediate personal and career needs. You will learn the skills to replicate the coaching process on your own once you leave the program.

Coaching will assist you in looking at yourself from a 360 degree view, so that you understand who you are, what you really want, and set an achievable action plan for how to get there. The coaches focus on positive solutions to aid you in realizing your unique potential.



**3. Gain useful feedback through GROUP COACHING.** You will also attend two Group Coaching sessions in the LEAP Program. During these forty-five minute sessions, you will learn the art of giving and receiving feedback, invaluable preparation for your career when you will take on workplace leadership roles. You will also make your leadership goals visible to others and receive feedback on your progress from your coach and peers. Individual and group coaching will assist you in experimenting, practicing and exploring new behaviors.

**4. KEPNER-TREGOE Problem Solving and Decision Making SEMINARS.** Now that you are practicing the soft skills required to be an effective leader, KT will help provide the process of rational and logical thinking required in your leadership career. As with all LEAP activities, attendance at these seminars is mandatory to **a.** receive the KT PSDM certificate and **b.** have your resume included on the resume book we produce and send to KT and CIMBA's other partner companies that offer potential internships and job opportunities.

**5. RESUME WRITING WORKSHOP.** We offer valuable tips and formats for a resume that grabs attention, and the dos and don'ts of cover letter writing. You also have the opportunity for a one-on-one follow up session with a resume expert to fine tune your resume and cover letter. Your finished resume will be included in the CIMBA Undergraduate resume book which will be sent to CIMBA's partner companies in the United States.

**6. CAREER WORKSHOPS.** Finally, LEAP offers students the possibility to attend Career Workshops, which are informative seminars led by professors and professionals from various industries and fields of work. LEAP students are required to attend one of the seminars, although you may attend as many as you like. These are open to all students regardless of whether they participate in LEAP, although LEAP students are given priority for attendance, as space is limited. Content varies depending on the semester and any special student requests.

**7. ADD A SEAT TO THE TABLE – Aggiungi un Posto a Tavola.** This is optional event for which LEAP students have priority. It gives you the opportunity to experience a dinner with a local Italian family and is an excellent way to experience first-hand the nuances of Italian culture.

Below is some feedback from Fall 2008 students who went through the 2.5 day LIFE seminar:

*“LIFE was really an incredible experience. It gives you the chance to step outside of your comfort zone and learn about yourself. LIFE challenges you to adopt new and better ways of thinking and to progress in your career and personal life. It was an experience that I draw on daily and was one of my greatest experiences at CIMBA!”*

*~Zachary Cyman, West Virginia University*

*“LIFE helped me to get over my #1 barrier of what people think. It allowed me to be myself and truly live life. I feel better about myself and know how to make others feel better about themselves. It really is a life changing experience.”*

*~Anonymous*

*“My experience in LIFE is something I will always remember and it has shaped me into the person I want to be. Through LIFE I have gathered the tools to be both a leader in my life and the leader of my life. I would recommend LIFE to anyone who wants to take control or as Henry David Thoreau said “ live the life you imagined.”*

*~Kathryn Wentink, Iowa State University*

*“LIFE pushed me to face my fears and embrace every part of my personality. It opened my eyes to how much I was holding back in my life and gave me the confidence to take charge.”*

*~Anonymous*

*“LIFE was a great opportunity to bond with others and see them reach their full potential.”*

*~Mandy Ferguson, University of Nebraska*

*“LIFE really helped me break my barrier to becoming a better leader. It also created a special bond with my team. This program really positively changed my life and was the highlight of my CIMBA experience. Leaders aren't born – they are made and this made me a leader.”*

*~Brandon Proctor, University of Minnesota*

*“I am very excited that I decided to do LIFE. It has changed my own life by showing me the power and determination I have within myself. I learned the importance of team support and the potential that I have to succeed. I formed lifetime relationships with my teammates after going through the program and I would recommend it to anyone who wants to empower their life!”*

*~Megan VanderVlucht , Evangel University*