



STUDENT ACTIVITIES

LEADERSHIP & ORGANIZATIONAL DEVELOPMENT

The Leadership and Organizational Development Office is dedicated to offering high quality workshops and experiences that invite and challenge participants to explore and further develop their leadership potential as individuals and members of an organization. To learn about the various leadership workshops, topics, and experiences facilitated by our staff and available for your organization you can download descriptions of our workshops by clicking "Workshop Descriptions" to the right or view all workshops using the links below. Additionally, our staff is happy to consult with you and members of your organization to develop customized learning opportunities around these topics or others.

Students are also welcomed to sign up for our Semester Long Leadership Certificate Program, at no cost.

[Leadership Workshops and Experiences](#)

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Leadership Topics

The following topics include interactive, facilitated discussion, engaging activities, debrief questions and handouts designed to help participants understand the material. Ideal group size is between 10 and 30 students; however larger groups can be accommodated with advanced notice. A limited number of requests may be granted for the academic year 23-24.

- Introduction to Leadership (What is Leadership?)
 - Explore the commonalities and differences between individual definitions and characteristics of leadership and work to create a common definition of leadership. Discussions will include personal and group collaboration and a critical analysis of the perception of leadership in society.
 - Suggested Time: 45 minutes-1 hour
- Communication (Group Communication)
 - Through the use of experiential and facilitated activities, participants will explore the concept of communication - active listening and active speaking; non-verbal communication, and/or group communication.
 - Suggested Time: 1 hour
- Conflict Resolution
 - The concepts of conflict management and conflict resolution will be explored as well as participants' individual conflict style. This workshop can also be geared toward consensus building, mediation, or democratic deliberation.
 - Suggested Time: 1 hour
- Effective Facilitation
 - Participants will learn about the "3 S's" of facilitation: style, substance, and student. Opportunities will be given for students to learn about facilitating activities, reflections, and discussions as well as practice their knowledge.

- Recommended for students that will be peer mentoring or leading group activities or discussions.
- Suggested time: 1-1.5 hours *Ethical Decision Making*
 - Participants will explore the idea of ethical decision making through a series of facilitated discussions and scenarios that ask participants to challenge their ideas around values, ethics and decision-making. Emphasis will be placed on developing moral courage for future use.
 - Suggested time: 1 hour-1.5 hours
- *Get Involved (Involvement Opportunities on Campus)*
 - Introductions to the various involvement opportunities at UConn, including student organizations, university programs and resources for exploring additional opportunities for co-curricular participation.
 - Suggested Time 30 minutes-1 hour
- *Goal-Setting*
 - Participants will explore various goal-setting techniques (S.M.A.R.T. goals) as well as work through activities that encourage them to set personal, organization, or professional goals.
 - Suggested Time 30 minutes-1 hour
- *Group Dynamics*
 - Explore the stages of group development (Forming, Storming, Norming, Performing, and Adjourning) as well as effective ways of leading and managing groups. This workshop can also be geared toward consensus building or democratic deliberation.
 - Suggested Time: 1 hour (or can be expanded to multiple sessions)
- *Leadership Myths*
 - Using an interactive activity, explore the common “myths” of leadership (e.g. “Are Leaders born or made? Do you need charisma to be a leader?”) and be led through a facilitated discussion on the definition of leadership and characteristics of successful leaders.
 - Suggested Time 45 minutes-1 hour
- *Personal Leadership Plan*
 - Through a series of introspective activities aimed at helping participants to determine a short and long-term personal leadership development plan, they will explore their own values, role models, future academic and career goals, and develop a personal mission statement.
 - Suggested Time: 45 minutes-1 hour
- *Personal Values*
 - Participants will explore their personal values, and identify what is important to them (e.g. honesty, integrity; family ; success). They will begin to understand how their core values may affect their decisions and future leadership plans.
 - Suggested time: 1 hour-1.5 hours

Leadership and Diversity Topics

- *Unconscious Bias*

- Participants will define the term unconscious or implicit bias, and the impact it has on leadership within different settings. It will challenge participants to become more aware of their biases, but also how to address it effectively.
- Suggested time: 1 hour – 1.5 hours

Self-Awareness, Personality and Leadership Inventories

The following topics include interactive, facilitated discussions, engaging activities, debrief questions and handouts all designed to help participants understand the material. Facilitators will work closely with the person organizing the workshop in order to provide the inventory best suited to the developmental needs of the participants, as well as potentially design extended opportunities for use of the content (additional workshops, programs, experiences).

Fees may be associated for non-student participants, and a limited number of requests may be approved*

- Personal StrengthsQuest *
 - Participants will complete the Gallup StrengthsFinder Instrument that will provide insight into their top 5 strengths, explore their personal talents, and how investments of time and knowledge into talents can create strengths. They will begin to understand the philosophy of StrengthsQuest and the power of being Strengths based Leadership.
 - Suggested time: 1 hour – 1.5 hours
 - Ideal Group Size: 5-30 participants
- True Colors
 - Through the use of experiential activities, the workshop will explore the effects of personality differences in group dynamics, communication, and conflict. Participants will complete the True Colors personality assessment that will provide insight about their personal style of leadership (Blue, Gold, Green, or Orange) and how that style affects their interaction with others.
 - Suggested time: 1 hour
 - Ideal Group Size: 15-30 participants (larger groups can be accommodated)
- MBTI*
 - Participants will complete the Myers Briggs Typology Indicator which is based upon Jungian psychological personality types. The MBTI sorts some of these psychological differences into four opposite pairs with a resulting 16 possible psychological types. The workshop includes discussion of these personality differences and meanings of typologies (Introvert vs. Extrovert; Sensing vs. Intuitive; Thinking vs. Feeling; Judging vs. Perceiving) as well as interactive activities designed to showcase the unique perspectives of each pair.
 - Suggested time: 1 hour-1.5 hours (can be expanded to multiple sessions)
 - Ideal Group Size: 15-25 participants
- DiSC*
 - The DiSC Inventory is a quadrant behavioral model that examines the behavior of individuals in their environment (Dominance, Influencing, Steadiness, and Conscientious). Participants will complete the DiSC Inventory that will provide insight about their personality and how that style affects their interaction with others, and explore their leadership and managerial style.
 - Suggested time: 1-1.5 hours
 - Ideal Group Size: 10-30 participants

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Experiential Activities

- Team-Building Activities
 - Through a series of teambuilding initiatives and elements, participants will foster collaboration, communication, goal-setting, and community building. Facilitators can focus on particular challenges in the group or can create experiences designed based on the level of comfort and relationships within the group.
 - Suggested Time: 1-2 hours
 - Ideal Group Size: 15-60 participants
 - *These sessions can be conducted in classrooms, or at a designated location per group request.*
- Four Arrows Challenge Course * (Depot campus location – ellington cottage)
 - The outdoor Four Arrows Challenge Course is a low and high-ropes course located on the Depot Campus. The course is for intact groups that want to build strong teams and improve group communications. For more information, please see: <http://fourarrows.uconn.edu/>
 - Required time: 4 hours +
 - Ideal Group Size: Minimum of 9 participants

**Fees may be associated for non-student groups or participants