**ELPS 350 (2) Personal Leadership Framework (PLF – A Total of 12-15 pages)**

*Step 1: Reflect on what you’ve learned about yourself and leadership* from completing your Leadership Self-awareness Assessment Scores (See Portfolio), the course content (See Highlighted Leadership Course Concepts– Attachment) and your reflections on the course content.

*Step 2: Complete or revisit your values, vision, and mission* (VVM 1-2 pages/See prompts below). If you have already completed a VVM, open your most recent version, post it here andamend it addressing all prompts. Otherwise complete your first VVM using these prompts*.* Describe what matters to you as a leader, your purpose, and the principles that guide your leadership. Incorporate what you now know about yourself from this course in this VVM.

*Step 3: Respond to the Applied ELPS 350 Leadership Concepts Prompts* (9-11 pages – inclusive of all prompt text and exclusive of the cover page, directions, and Appendices) about Self as Leader (i.e., Philosophy, Style, and Key Beliefs). Your response to each of the following prompts describe what you know about leadership and yourself as a leader. In each, you reflected on your leadership at and service to UTK (i.e., 30+ hours of positional leadership experience), connect those experiences to course content, and include where possible. This section should NOT be written as a paper. Fill in your answers below each prompt. Average ¾ to 1 page per prompt response. These prompts shape your observations into an applied holistic understanding of leadership and yourself in relation to the leadership concepts that you learned in this course (See *Appendix - ELPS 350 Leadership Concepts*).

Step 4: Write your 350 Leadership Statement (2 pages or less). Review and use the prompts to write your 350 leadership statement. Describe the leader you aspire to be and what you need to work on to become that leader. Synthesize all of the above, in 500 words or less. Your statement should reflect how you would take the leadership concepts learned in the ELPS 350 (2) and the 30+ hours of positional experiential leadership and use them to lead in teams at The University of Tennessee and beyond. This Framework will continue to evolve the more you know about, experience, and reflect on your leadership.

*Step 5: Save document.*

Last Name.First Name Initial.350.LeadershipFrame or Boyd.K.350.LeadershipFrame

You will amend this version and submit in ELPS 201, 350 1 hr online, and 450/451. Make any improvements based on instructor or mentor feedback to your document (The VVM, Responses to the Prompts, and the Leadership Statement) in your saved file, not in the Portfolio submission for the class.

Step 6: Submit. Submit Personal Leadership Framework with the Portfolio on the LSM Program Blackboard site. The total Personal Leadership Framework section is between 12-15 pages, single spaced in 12pt font with I inch margins.

**ELPS 350 (2) Personal Leadership Framework**

**Values, Vision, and Mission (The VVM)**

A 1-2 page Personal Vision Statement Worksheet

What are you passionate about? What issues matter to you?

What are your values?

What is your personal vision for your life (i.e., what, in the big picture, will be different because you lived and worked)?

What is your mission?

On your death bed you want to say “I worked on \_\_\_\_\_\_\_.”

What would make you proud to say “I spent my time working on \_\_\_\_\_\_\_.”

How consistent are your passions, values, mission, and vision with one another?

If applicable, how has your VVM changed since you last completed it? Why?

**Applied ELPS 350 Leadership Concepts Prompts**

8-10 page Application of Leadership Content Worksheet

*Reflection on Positional Leadership Experience -* Consider how you used the 5 Leadership Practices and other leadership concepts in your positional student leadership role. Examine how your applied knowledge about these practices/concepts facilitated your moments of successful leadership and which practice strategies should you infuse to lead even more effectively.

* Share a leadership moment from your position/this semester where you were at your best as a leader. Identify what LSM leadership concepts helped me most to lead or better understand how to lead in that moment?

**Insert your response here**

* Share a leadership moment from your position/this semester where you wish you had been a better leader. Identify 3 concepts/strategies LSM leadership concepts that would have helped you had you thought to apply them at the time.

**Insert your response here**

* Identify 3 additional concepts learned for the first time in this course that were validated by your experiences leading and observing others’ leadership (i.e., classroom experiences, group activities, and/or positional leadership experiences) this semester?

**Insert your response here**

* Add other Position-Based Reflections as needed.

**Insert your response here**

*Me as Leader -* Determine what have you learned/know about yourself, you in a group, and as a leader. How would you describe your approach to leadership?

* Which of Kouzes and Posner’s Leadership Practices (model the way, inspire a shared vision, challenge the process, enable others to act, and encourage the heart) come naturally to you and which need work? Use your results from your SLPI to inform and explain your reflection.

**Insert your response here**

* For each of the Leadership Practices, identify two strategies you will use in the future because they are consistent with who you are as a leader.

**Insert your response here**

* What are your strengths as a leader and how do those influence your leadership? What strengths do you need on a team to compliment yours? (Use results from your Strengths Based Leadership Assessment to inform your response.)

**Insert your response here**

* How did/can you utilize your strengths in your 30 hours of positional leadership activities?

**Insert your response here**

* How would others describe your approach to leadership and your leadership strengths? How does this approach impact those you lead? How do these strengths impact your ability to lead others effectively?

**Insert your response here**

* Are you or do you want to be a servant or relational leader? Explain why or why not (including the difference between the two.) What do your SLPI, preferred practices, strengths, anticipated leadership approach as described by others suggest about your potential as a servant or relational leader?

**Insert your response here**

* How do you want your leadership to be described? What leadership practices do you need to work on to help you lead the way you want to and to have others recognize in you your desired leadership practice?

**Insert your response here**

*Leadership as an Action -* Demonstrate what you know/believe about leadership.

* How do you personally define leadership?

**Insert your response here**

* Upon reflection, which ELPS 350 leadership concepts resonated with you (i.e., reflected or showed you what you believe about leadership)?

**Insert your response here**

*Final Thoughts –* If needed, free write anything else you know/believe about leadership

**ELPS 350 Leadership Statement**

*(500 words - 2 pages maximum)*

Describe the leader you aspire to be and what you need to work on to become that leader. Synthesize all of the above, in 500 words or less. Reflect on your Leadership Self-Awareness Scores Worksheet, and Assessments of Leadership Skills and Competencies or Leadership Practices, and your reflections/ journal entries. Conclude your Personal Statement by identifying what you need to do to prepare to be the leader you aspire to be:

* I would say that my top five strengths and top three challenges as a leader are/will be. State how these might help or hinder your pursuit of your Values, Vision, and Mission.
* Identify which two Competency Goals that I can and should focus on in college.
* If I could do anything to enhance my leadership abilities, what would I do, why, and how?
* Explain why this is my best course of action to grow as a leader while a student at UTK.

You will revisit these questions in each submission of your Portfolio as you develop an increasingly coherent and integrated Personal Leadership Statement. Take care to include Leadership Studies Minor concepts and language in all.

**Insert your response here**

**Appendix - Highlighted ELPS 350 Leadership Concepts**

**ELPS 350**

This course highlighted the following leadership concepts. This list defines the term *ELPS 350 Leadership Concepts* and should be used to complete any assignments asking you to reflect on or include Leadership Concepts.

* Positional setting identified and added leadership content (ex. leading as servants in another culture)
* Strengths Based Leadership (know your strengths and those you need on a team)
* Kouzes and Posner’s Student Leadership Practices (understand and appreciate the mechanics, techniques, and your current capacity)
	+ Five Practices of Exemplary Leaders
	+ Ten Commitments to Act of Exemplary Leaders
	+ Tasks (chapter headings) and Strategy Nuggets (tips buried in text) to achieve Exemplary Leadership Actions and Practice
* Servant and Relational Leadership
* Service to Others (the University and its students) – Leading within Organizational Values, Philosophy, and Vision
* Strategic Planning (accomplishing a project assigned by others and incorporating leadership practices, commitments, tasks and strategies to successfully complete)
* Diversity and Civility – Importance to and role of Leadership

Note: ELPS 350 Online Hybrid/One Credit Hour for Leadership Studies Minor students (LSMers) is designed to give students an introduction to the ethical and intercultural skills needed to lead effectively. Currently, these modules are only available to LSMers, but the online portion of this class may be made available to others upon request as a self-paced learning tool for no academic credit in the future.

* Self-authorship
	+ The Intercultural Context of Leadership and Communication (understand and appreciate the mechanics, techniques, and your current capacity)
	+ Ethical Decision-Making (components of ethical sensitivity and decision-making, personal values applied to decisions, and understand and appreciate the mechanics, techniques, and your current ethical capacity)