LSAL

Cultivating the leader within US

Stellenbosch
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forward together
sonke siya phambili
saam vorentoe

**Centre for Student Leadership,
Experiential Education and
Citizenship (CSLEEC)**

Centre for Student Leadership, Experiential Education and Citizenship (CSLEEC)
Leadership Summit for Aspiring Leaders (LSAL) 2023

Cultivating the leader within US

LSAL 2023 Overview

The CSLEEC Leadership Summit for Aspiring Leaders (LSAL) will enable students to reflect on their perception of leadership roles, how they are constructed within the Higher Education space, and how that influences leadership at Stellenbosch University. The key question to be explored is: *How can students, on a personal level, contribute to changing the way leadership perceptions are shaped, and experienced, to be conducive to developing leaders for the 21st century*. As a result, the annual summit intends to put into the environment specific interventions that will create the expansion of the leadership pipeline through more supportive pathways for students to access institutional support so that they can be effectively prepared for leadership roles.

The aim of the 2023 Leadership Summit for Aspiring Leaders (LSAL), with the theme, **Cultivating the leader within US**, is to introduce participants to the concept as well as formation of culture, specifically relating to institutional culture, and its role in the operation and achievement of the goals of institutions of higher learning, specifically relating to inclusivity and diversity. LSAL further aims to unpack institutional culture as it relates to the understanding and practice of student leadership, and to explore the role of student leaders in the formation of institutional leadership practices, and finally, the potential impact or not, if institutional cultures do not keep apace with student and institutional needs.

LSAL 2023 Objectives

The LSAL 2023 objectives are the following:

1) To unpack the conceptual underpinnings of 'culture' as a social construct, in order to identify the role that 'culture' plays, and could play, in shaping and defining the leadership landscape within the Higher Education landscape;

2) To explore and analyse, based on past leadership experiential practices, the prevalent customs, behaviours and values relating to student leadership, in order to identify challenges relating to the structure and performance of leadership practice within the Higher Education context;

3) To provide students with the tools to engage the processes of change, reimagination and practice of leadership within their context, so that students envision an institutional leadership 'culture' that is relevant, adaptable, consistent, and grounded in student needs.

LSAL 2023 Outcomes

Upon completion of LSAL, students will be able to:

1) Identify and explain the various underpinnings of culture as a social construct, within the student leadership space, towards developing an understanding of how culture shapes and is shaped by student leadership and leadership practices within the Higher Education landscape;

2) Provide examples of factors contributing towards current practices, customs, and values of leadership within higher education in order to formulate a shared understanding of cultural change that is needed within the student leadership space;

3) Formulate and facilitate the process of reimagining and developing leadership customs and behaviours, within their context, that are relevant and consistent to their (students) needs.
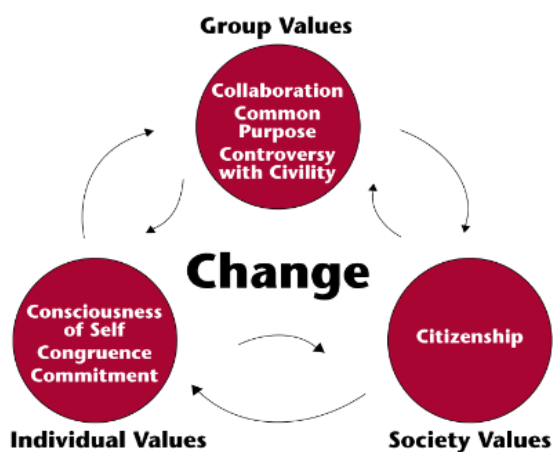
Competencies

1. Personal Skills:

- **Emotional Intelligence**: Self-awareness, Self-assessment, Reflection

- **Personal leadership**: Personal Agility, Intentionality through goal-setting and implementation

2. People Skills:

- **Leadership**: Contextual Leadership, Influence.

Social Change Model

Source:expeditioneducation.org

The 7 "Cs"/values of the Leadership for Social Change Model

Consciousness of Self: Awareness of the beliefs, values, attitudes, and emotions that motivate one to take action.

Congruence: Thinking**,** feeling, and behaving with consistency, genuineness, authenticity, and honesty.

Commitment: Motivational energy to serve and that drives the collective effort.

Collaboration: Working with others in a common effort.

Common Purpose: Working with shared aims and values.

Controversy with Civility: Recognising two fundamental realities of any creative group effort: that differences in viewpoint are inevitable, and that these differences must be aired openly but with civility.

Citizenship: Process whereby the individual and the collaborative group become responsibly connected to the community and the society through the leadership development activity.

Source: University of California at Berkeley. Social Change Model Explained.

Pre-Summit (SUNOnline) 24 - 29 July 2023				
Session	**Activity**	**SCM Alignment**	**LSAL Objective**	**Time frame**
Welcoming & Introduction	Online welcoming and brief introduction to the LSAL Pre-Summit, and theme for 2023.	Consciousness of Self, Congruence, Commitment; Collaboration	Contextualisation	5 Minutes
The leadership journey & invitation: Brief overview of LSAL 2023, and introduction to the Social Change Model (SCM)	Overview of LSAL 2023, and how it is crafted to assist participants with their leadership development. Participants will receive a broad overview of the Social Change Model (SCM), and how it will be incorporated throughout LSAL, and the connections with the theme.	Introduction to the Social Change Model (SCM)	Objective 1, Objective 2 & Objective 3	25 minutes
Introduction to Institutional Culture	During this session, participants will enter into an engagement space, where they have time to unpack, and create their own understanding of culture, and more specifically, institutional culture. **Section A:** Video introduction to explain culture, and institutional culture (a brief overview and history of the term). **Section B: Sensemaking** 1. Participants will engage on a few questions crafted to make sense of their own understanding of culture and institutional culture. 2. The second part is where participants, through the creation of an infographic, outlines their ideas and experiences of the institutional culture at Stellenbosch University	Consciousness of Self; Congruence	Objective 1 & Objective 2	1 hour

LSAL Summit Day
29 July 2023
Jan Mouton Learning Centre (Stellenbosch University) & online via MS Teams
PROGRAMME DIRECTORS:
Dr Heidi October (Acting Director: CSLEEC/ Head: FVZS Institute, Stellenbosch University)
Mr Spurgeon-Haddon Wilson (Programme Manager: FVZS Institute, Stellenbosch University)

Session	Activity	SCM Alignment	LSAL Objective	Time frame
Welcoming	Welcoming and Introduction to LSAL	Consciousness of Self, Congruence and Commitment	Contextualisation	09:00 - 09:15
Setting the tone: *Unpacking the different layers that impact institutional culture*	Introductory Keynote Address:	Consciousness of Self, Congruence and Commitment, Collaboration, Common Purpose, Controversy with Civility; Citizenship	Objective 1, 2 & 3	09:15 - 09:40
Setting the tone	Spoken word	Consciousness of the Self		09:40 – 09:50

09:50 - 10:00
(WALK FROM PLENARY VENUE TO BREAK-OUT ROOMS FOR THE TWO SESSIONS)

THEME: INSTITUTIONAL CULTURE AND LEADERSHIP
DOES MY VOICE COUNT?

Session	Activity	SCM Alignment	LSAL Objective	Time frame
Stream 1: **How do I make sense of a culture I step into**				
Culture and Values How do I make sense of institutional culture through my own values?	**During this session, participants will engage on:** - The formation of institutional culture, and the role of values in this formation; - Whose values count? Are there common values that shape an institutional culture? - The role of a leader in the formation of common values that shapes the institutional culture.	Consciousness of Self, Congruence and Collaboration, Controversy with Civility	Objective 1 & 2	10:00 – 10:45
Stream 2: **How do I make sense of a culture I step into**				
How do I deal with my own discomfort: How do I make my voice count?	**During this session, participants will engage on:** - The formation of institutional culture, and the various stakeholders that plays a role in this process ; - The observations and experiences when stepping into an institution (inclusions and exclusions)- what do you do with conflicting values? - How do I as a student leader make my voice count in shaping and changing institutional culture.	Consciousness of Self, Congruence and Collaboration, Controversy with Civility	Objective 1 & 2	10:00 - 10:45

10:45 - 10:55 (WALK FROM BREAK-OUT ROOMS TO PLENARY VENUE)			
KEYNOTE SPEAKER **RESPONSE TO BREAK-OUT ROOMS** **(Response to questions that was posed to student panels)**	Congruence and Collaboration, Controversy with Civility, Common purpose	Objective 1 & 2	10:55– 11:15
Case studies: **Formation and change of institutional culture**	**Creating conversations for sensemaking:** -What happens if institutional cultures do not move and change with the times? - Leaders shape institutional culture.[1] How do leaders do that? Who are those leaders? - The role of student leadership in shaping culture	Congruence and Commitment, Collaboration; Controversy with Civility; Citizenship	Objective 1 & 2	11:15 – 12:00

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[1] Bass, B. M,. & Avolio, B.J. (1994) Improving organizational effectiveness through transformational leadership. Thousand Oaks, CA: Sage Publication

12:00- 12:30 QUICK BREAK & WALK TO THE BREAK-OUT ROOMS (VAN DER STERR BUILDING)				
Session	**Activity**	**SCM Alignment**	**LSAL Objective**	**Time frame**
Work session: Collective solutions to reimagining and developing leadership cultures that are relevant and consistent, within various contexts.	This session will be a working session where participants, as part of a group, start unpacking the core challenges contributing to a stagnant institutional culture, and to start thinking together on how to change it.	Consciousness of Self, Congruence and Commitment, Collaboration, Common Purpose, Controversy with Civility; Citizenship	Objective 3	12:30 - 13:30
13:30 – 13:40 WALK TO THE JAN MOUTON LEARNING CENTRE (PLENARY VENUE)				
Closing Keynote & Wrap up	This session will consolidate the learning throughout LSAL. The speaker will address the mindset needed to address social and cultural change through leadership	Consciousness of Self, Congruence and Commitment, Collaboration, Common Purpose, Controversy with Civility; Citizenship	Objective 1, Objective 2 & Objective 3	13:40 - 14:10

Post - Summit (SUNOnline) 29 July – 30 August 2023		
Activity	**SCM Alignment**	**Objective Alignment**
Consolidation of LSAL 2023: Call to action!	Consciousness of Self, Congruence and Commitment, Collaboration, Common Purpose, Controversy with Civility; Citizenship	Objective 1,2 & 3
Post-LSAL Engagement This post-summit activity aligns itself with the 7 Cs of the Leadership for Social Change Model which speak to Consciousness of Self, Congruence, Commitment, Collaboration, Common Purpose, Controversy with Civility, and Citizenship. The goal of the post-summit activity is to equip participants with the necessary skills to engage on the processes of change, reimagination and leadership practices that configure "institutional leadership cultures" that are relevant, consistent, and grounded in student needs within the higher education landscape. The post-summit activity will consist of a series of reflective questions that participants need to answer, relating to their understanding of the LSAL content.	Consciousness of Self, Congruence and Commitment, Collaboration, Common Purpose, Controversy with Civility; Citizenship	Objective 3

Completion of LSAL 2023:

- Recognition on the SU academic transcript will be received after completion of all the activities via the SUNOnline platform.
- **Submission date: 30 August 2023**

For more information: fvzs@sun.ac.za