



TEXAS A&M UNIVERSITY-SAN ANTONIO
Henry G. Cisneros
Institute for Emerging Leaders

Emerging Leaders Certificate

Program Overview

Students enrolled in the Emerging Leaders Certificate will participate in 11 leadership development workshops, civic engagement opportunities, three coaching sessions with a CliftonStrengths certified coach, and complete a capstone experience. Engaged by thought leaders and challenged by industry innovators, students enrolled in the certificate program will be prepared to fill the rising demand for qualified professionals who can address issues in a global society creatively.

Learning Outcomes

During this program, students will:

- Define their personal leadership style through Gallup Strengths assessment and individualized coaching sessions by trained Gallup Strengths coaches.
- Use reflective practice and feedback to develop and continuously refine their personal leadership style and effectiveness.
- Develop supportive relationships with others to facilitate their leadership career aspirations.
- Demonstrate an understanding of group dynamics and effective teamwork
- Develop the tools to be financially literate.
- Assemble a personalized strategic development plan.

Strengths Coaching Meetings

3 Coaching Sessions Required. Coaches will be assigned.

1. First Coaching Session:
 - a. Understanding of your top 5 strengths, what they mean, and how they relate to yourself and leadership. Must complete within one week of completing Strengths 101 session.
2. Second Coaching Session:
 - a. Goal review and planning - after having completed 3 requirements and 3 electives
3. Third Coaching Session:
 - a. After all sessions are completed and can support with planning for the capstone.



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Sessions Overview

Pillar 1: Core Requirements - All 5 Required

1. Strengths 101
 - a. How your strengths connect to each other, how they can be paired and used in your leadership roles
2. Personal Leadership – Mission Statement
 - a. What a mission statement is and how to write your own leadership mission statement.
3. Diversity and Leadership
 - a. Understanding different perspectives, people, and culture: how to work with a diverse team and how to lead a diverse team. Creating a culture of respect in the office.
4. Financial Literacy
 - a. Understanding of basic financial topics to help you make informed decisions about finances.
5. Time Management
 - a. How to plan and manage your time as it relates to leadership, including how to delegate tasks to team members.

Pillar 2: Supplemental Requirements – 6 required

1. Budgeting and Money Management
 - a. Understanding how to develop a budget. Managing income, expenses, and savings.
2. Communication
 - a. Learning how to communicate effectively in writing, orally, and with body language. What signals am I sending as a leader?
3. Team Building and Motivation
 - a. Understanding group dynamics, how to motivate others, and how to build up your team.
4. Civility in Leadership
 - a. How to engage and work with others in a manner that is civil and fair.
5. Design Thinking
 - a. Outline logical pathways towards their own personal and professional goals. Recognize opportunities for growth in their decision making. Critique and criticize their personal shortcomings in their design thinking and strategize new pathways to overcome them.
6. Moral and Ethical Decision Making
 - a. Understanding how to make decisions utilizing your moral compass, examine your digital identity and the impact it has on decision-making. Developing an understanding of ethics and the four principles of ethical leadership.
7. Life Balance and Stress Management
 - a. Understanding managing stress, creating a work life balance, and managing competing responsibilities.

8. Student Leadership Conference (counts as 3 elective credits)



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- a. Students will be exposed to a variety of dialogue and topics that engage them in conversations about issues that will help expand their viewpoints and perspectives.
9. **HIRE!** Your Personal Brand (dual program credit)
 - a. In this session, you will define what personal branding means and learn strategies on how to invest in it throughout your career. To aid in completing this session, we recommend having your top 5 CliftonStrengths ready! If you have not already taken the Gallup CliftonStrengths assessment, you can receive a free code by attending a Strengths 101 workshop. Sign up for the next one here. If you have already taken the assessment, but have forgotten your strengths, log in to find them using the username and password you created. In order to gain credit for this session, you will be asked to prepare your personal brand statement rough draft, drawing heavily from two personal strengths and/or attributes you have identified.
 10. **HIRE!** Your Digital Legacy (dual program credit)
 - a. In this session, you will create/develop a LinkedIn profile. You will learn the do's and don'ts of social media professionalism and how to create an effective LinkedIn profile. In order to gain credit for this session, you will be asked to prove a pre and post evaluation of your LinkedIn profile after you have a chance to incorporate the tips highlighted within the lesson.
 11. **HIRE!** Your Future Pathway (dual program credit)
 - a. In this session, you will discover how to develop a marketable resume or CV that can be customized towards endless career opportunities. For this lesson, you will need an editable version of your resume and the handouts provided in the next section. After you have updated your resume, you will be uploading the final copy onto Handshake. To learn more about Handshake, visit the Mays Center website. We will provide detailed instructions on how to upload your resume later in this session.

Pillar 3: Community Service - 1 Required

1. MLK march
2. Cesar Chavez march
3. Day of service - Choose. Act. Impact.
4. Other opportunities
 - a. Available in Give. Pulse.

Capstone Experience (Required)

- Develop a personal leadership action plan and submit.



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