Principled Leadership Program

Goal: Graduate Better Leaders and Jump-Start Their Leadership Development

- Raise student awareness of their own leadership competencies
- Align their perception of their skill level with the perception of others
- Provide them the tools, resources and experiences to develop

GSM Principled Leadership Model

Structure: 6 Factors and 27 competencies that align with the GSM’s values and culture

- **Strategic Skills** (6): Business Acumen; Learning on the Fly; Problem Solving; Dealing with Ambiguity; Innovation Management; Strategic Agility
- **Operating Skills** (4): Timely Decision Making; Priority Setting; Planning; Informing
- **Courage** (2): Conflict Management; Managerial Courage
- **Energy & Drive** (2): Perseverance; Drive for Results
- **Organizational Positioning Skills** (3): Political Savvy; Presentation Skills; Written Communication Skills
- **Personal & Interpersonal Skills** (10): Interpersonal Savvy; Customer Focus; Managing Diversity; Motivating Others; Building Effective Teams; Managing for Vision & Purpose; Ethics & Values; Integrity and Trust; Listening; Self-Knowledge

Program Components

- Leadership Assessments:
  
  **Voices 360°** assesses 27 leadership competencies based on (1) student skill level and (2) position importance level; raters include self, former colleagues (boss(es), peers, direct reports, others categories) and 8 classmates (customer category).

  **ViaEDGE** assesses learning agility based on self-assessment (mental agility, people agility, change agility, results agility, self-awareness).

- Coaching Sessions: 90-120 minutes for assessment results; 45-60 minutes for LDP feedback; 45-60 for post-internship checkin; 45-60 minutes on re-assessment results.

- **My Leadership Journey Workshop** is a full-day that maps the student’s own leadership journey.

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