

The UC Davis MBA Leadership Fellows Program (LFP)

Goal: Prepare UC Davis MBAs for leadership roles in business and life long career success.

Objective	Activity	Expected Outcomes
Raise student awareness of their leadership potential and proven leadership competencies.	Expose students to the UC Davis MBA Leadership Competency Model. Reflect upon it and how it integrates with students' goals and aspirations.	Students have a basic understanding of leadership competencies. Students understand how this can help them excel in their careers.
Measure student skill level at the beginning of the program and lay groundwork for future development.	Administer 360° leadership assessment focusing on the competencies linked to leadership success. Choose tools and assessments used by corporations.	Students learn how others perceive them in leadership roles, including their boss and peers. Students understand how they learn best and how to maximize their effectiveness in different situations. Students see progress over the two years in the MBA program and the value of leadership development.
Empower students to chart their own leadership course.	Select 3 relevant competencies from the 360° assessment to address. Create individual leadership development plans, focusing on 3 competencies and specific actions.	Students have a "roadmap" for now and in the future on what they need to excel. Students develop a strong sense of ownership of their leadership growth and potential.
Create leadership opportunities for students to apply and practice what they learn.	Use the leadership competency model as part of the IMPACT project leadership process. Identify "stretch" situations to challenge leadership skills, including internship and club leadership roles.	Students gain real-life experiences to complement what they learn in classes. Students are forced to confront leadership challenges and deal with the consequences.
Provide guidance to students as they undertake leadership development.	Provide targeted workshops for students to delve more deeply into their own strengths and weaknesses. Use a certified leadership coach, alumni mentors, and other staff members to serve as guides and sounding boards.	Students have resources they can tap as needed throughout the process. Students who are struggling are redirected to more productive actions. Students stay on track.

UC Davis MBA Leadership Competency Model

THOUGHT	RESULTS	PEOPLE	SELF
<p>Understanding The Business Business Insight Customer Focus</p> <p>Making Complex Decisions Manages Complexity Decision Quality</p> <p>Creating the New and Different Cultivates Innovation Strategic Mindset</p>	<p>Managing Execution Plans and Aligns</p> <p>Focusing on Performance Drives Results</p>	<p>Building Collaborative Relationships Collaborates Manages Conflict Interpersonal Savvy Builds Networks</p> <p>Optimizing Diverse Talent Values Differences Builds Effective Teams</p> <p>Influencing People Communicates Effectively Drives Engagement Drives Vision and Purpose</p>	<p>Being Authentic Courage Instills Trust</p> <p>Being Open Demonstrates Self-Awareness</p> <p>Being Flexible and Adaptable Manages Ambiguity Nimble Learning Being Resilient</p>