Service Leadership Internship:
Nurturing leaders for 21st Century

Dr Eric Chui
Jessie Chow
Service Leadership Internship: Nurturing leaders for 21st Century

Social Innovation

global Citizenship

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Outline

1) Background (SIGC & SLI)
2) Structure & process of SLI
3) Learning outcomes
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Background

Social Innovation and Global Citizenship (SIGC) Internship

- Compulsory off-campus experiential learning since 2009
- 12 credits (local) & 12 credits (global)
- Integration of academic knowledge with practical knowledge
- Experiential, not vocational

Service Leadership Internship (SLI)

- Funded by HKISLAM: Li & Fung Service Leadership Initiative in 2012
- Supports service leadership training in 8 tertiary institutions
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Structure & Process

Features

Overall objectives
1) To strengthen the students' sense of social responsibilities
2) To help the students acquire the personal competencies in leadership
3) To help the students acquire the personal competencies in leadership
4) To develop the students' critical thinking skills and problem-solving skills
5) To develop the students' self-reflection and professional growth skills
6) To develop the students' collective efficacy and team building
7) To develop the students' conflict resolution and communication skills
8) To enable the students to have the leadership skills in community service to the community
9) To develop the students' organizational and management skills
10) To develop the students' leadership and influence on others

Timeframe

Pre-internship workshops
Overall objectives

1) To strengthen the students’ sense of social responsibilities in leadership
2) To help the students acquire the personal competencies in leadership
   a. Self-efficacy and abilities in tackling novel challenges and ill-defined issues
   b. Resiliency to setbacks
   c. Critical thinking skills and problem solving skills
   d. Self-reflection on personal and professional growth
3) To help the students acquire the social competencies in leadership
   a. Collective-efficacy and team building
   b. Collaboration and conflict resolution
   c. Communication
4) To enable the students to hone their leadership skills in authentic service to the community
   a. Organization and management skills
   b. Planning and decision-making skills
   c. Positive influence on others
Features

- Work as a group (3 – 5 persons)
- Under each internship topic, interns work as a team to generate innovative solutions to authentic problems
- Application of multidisciplinary knowledge
- Project management (internship topics and proposal)
- Authentic service tasks
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## Timeframe

<table>
<thead>
<tr>
<th>Week</th>
<th>Activity</th>
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<tbody>
<tr>
<td>0</td>
<td>3 days Pre-internship workshops</td>
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| 1 & 2| - Academic Tutor (AT) pays first visit  
<pre><code> | - Interns work on a company background report &amp; proposal |
</code></pre>
<p>| 3    | Project implementation |
| 4    | Mid-term evaluation (tri-party meeting) |
| 6    | Submission of reflective journal |
| 7    | Boosters/ sharing session |
| 8    | Completion of Internship |
| 9    | Poster Conference |
| 10   | Submission of integrated essay |</p>
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# Pre-internship workshops

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<th>Workshop</th>
<th>Topic</th>
<th>Focus of Training</th>
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<tbody>
<tr>
<td>1</td>
<td>African drum playing</td>
<td>Team building</td>
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<tr>
<td>2</td>
<td>Service Learning &amp; Leaders</td>
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<td></td>
<td>Significance of shared leadership</td>
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<td>Communication skills</td>
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<td>Conflict resolution skills</td>
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<tr>
<td>4</td>
<td>Personal Competencies of Leaders</td>
<td>Goal orientation &amp; resilience to failure</td>
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<td>Integrated essay</td>
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<td>Academic deliverables</td>
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Scenario

Imagine you submit your report to your boss. It is returned, and you have been judged – the work was totally flawed.

Honestly, how would you react to this?
Option 1:
You feel devastated. And yet, you know that you are competent, just that you are not competent in writing report. You will find other ways/fields to prove your competence at work.

Option 2:
You feel devastated. And yet, you know that it’s ok to strive for excellence, you as a staff, to try to improve. Every comment is a measurement of your present skill. You will always have room to improve.
Learning outcomes

Scenario

Imagine you submit your report to your boss. It is reviewed, and you have been judged - the work was totally flawed.

Honestly, how would you react to this?
Samples of service tasks
Pre- and post-programme measurements

Measures for 2013
- Mindset
- Motivation
- Locus of control
- Shared leaderships
- Team cohesion

Self-evaluation (2012)

Students reflections

Your inputs

Note: The above diagram outlines key areas for improvement and evaluation. It's crucial to gather feedback from students, self-assessment, and strategic planning for the upcoming year.
Self-evaluation (2012)
Measures for 2013

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- Motivation
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Students reflections