

Service Leadership Internship: Nurturing leaders for 21st Century



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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 HKI-SLAM: Li & Fung Service Leadership Initiative in 2012
- Supports service leadership training in 8 tertiary institutions

Value

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Structure & Process

Features



- Work as a group (5 – 6 members)
- Under each internship topic, students work as a team to generate innovative solutions to authentic scenarios
- Acquisition of interdisciplinary knowledge
- Project management (through the tasks and projects)
- Authentic service tasks

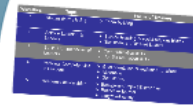
Timeframe

Week	Activity
0	Start of Pre-Internship workshop
1 & 2	<ul style="list-style-type: none"> - Assignments: Public Health, Safety, Social Justice - Internship selection & company/NGO selection criteria & proposal
3	Finalizing Internship
4	Mid-term evaluation: Internship readiness
5	Self-reflection of reflection on the
6	Self-reflection of reflection on the
7	Self-reflection of reflection on the
8	Completion of Internship
9	Public Health week
10	Submission of internship report

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

Pre-internship workshops



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World
2
3
4
5

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

Week	Activity
0	3 days Pre-internship workshops
1 & 2	- Academic Tutor (AT) pay first visit - Interns work on a company background report & proposal
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

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Pre-internship workshops

Workshop	Topic	Focus of Training
1	African drum playing	➤ Team building
2	Service Learning & Leaders	➤ Service learning & social responsibilities ➤ Significance of shared leaders
3	Social Competencies of Leaders	➤ Communication skills ➤ Conflict resolution skills
4	Personal Competencies of Leaders	➤ Goal orientation & resilience to failure ➤ Attribution ➤ Goal setting
5	Academic deliverables	➤ Background report & proposal ➤ Reflective journal ➤ Integrated essay

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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

Samples of service tasks

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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

Option 1:
You feel disadvantaged. And yet, you know that you are competent, just that you are not confident in writing reports. You ask the other subjects to prove your competence at work.

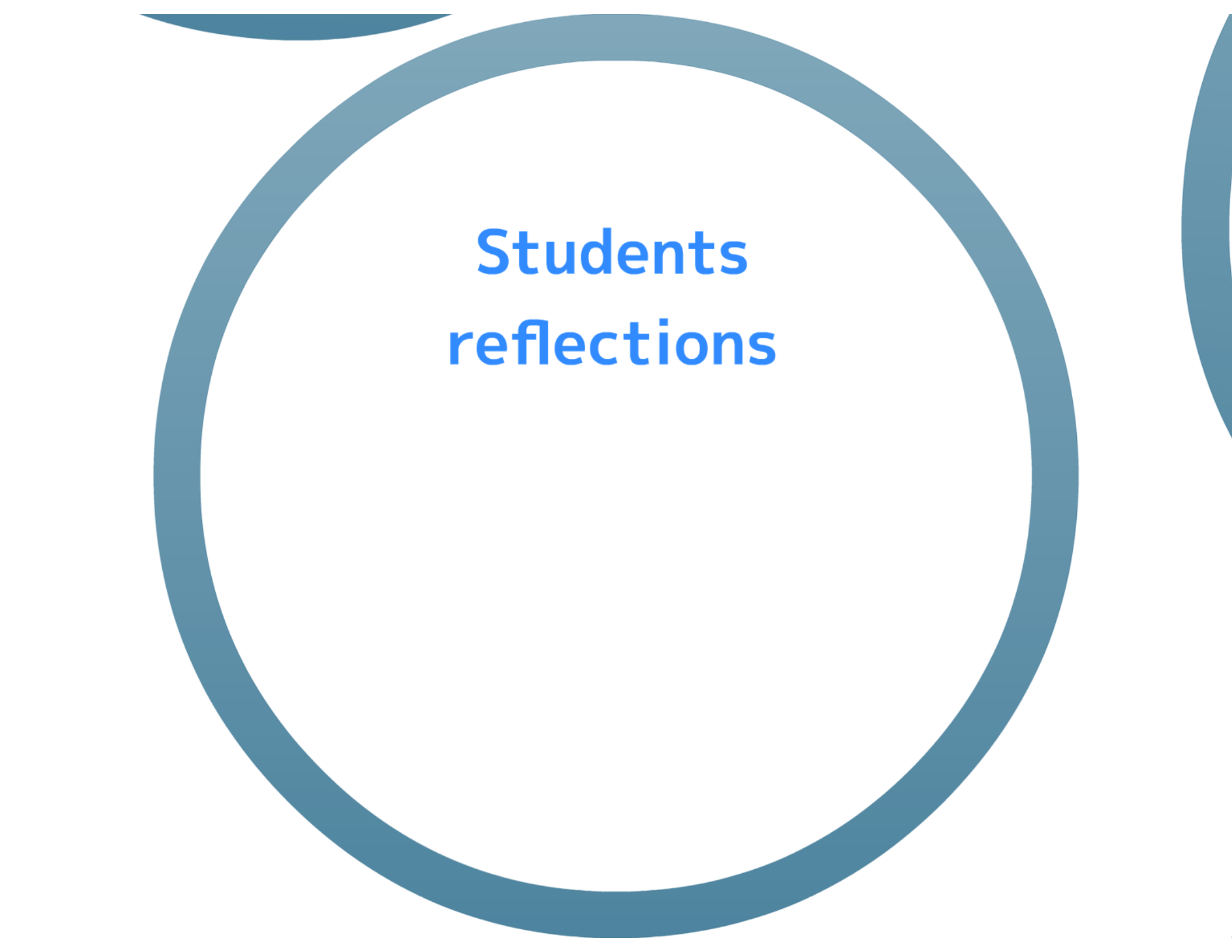
Option 2:
You feel disadvantaged. And yet, you know that it's ok to write the evidence you are a good, so try to improve. Every course is a measurement of your present self. You will always have room to improve.



Self-evaluation (2012)

Measures for 2013

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**Students
reflections**



Your inputs