With skills you develop in Leadership Collaborative I: Emergence (LCI), you can generate important, values-based outcomes that align your work unit with OSU’s Strategic Direction. This professional development opportunity, however, requires a significant commitment from you and your supervisor. Here’s some information to assist in deciding whether LCI is right for you at this time.

LCI & OSU’S STRATEGIC DIRECTION
Leadership is essential to accomplish OSU’s Strategic Direction. LCI develops Leadership at all levels and across the institution. It prepares Leaders to take Leadership action, to collaborate, to unleash the potential of all people, to align people and organizations with the Vision, Mission & Values, and to transform Vision, Mission & Values into real outcomes.

THE OUTCOMES
- **Leadership Skill Development**
  LCI provides everything necessary to facilitate Leadership skill development. The degree and depth of skill development matches the extent to which participants practice on-the-job.
- **Program Development**
  Program outcomes are generated to the extent that; 1) participants practice Leadership skills, and 2) supervisors support participants to use Leadership skills on-the-job. Program outcomes multiply as more people develop and collaborate to use Leadership skills.
- **Leadership Collaborative Network**
  As of 2018, 100 people have graduated from LCI. We set up the LC Network in response to requests from LCI graduates for opportunities to further develop relationships created in LCI. Through the Network, members connect, share opportunities and collaborate.

THE COMMITMENT
- **Prepare Prior to Each Session**
  Participants prepare for each session by viewing online videos and organizing materials. Pre-session preparation is crucial to enable in-session teamwork and individual planning for on-the-job practice.
- **Participate in All 6 Day-Long Sessions**
  In LCI, we cover 12 interrelated Leadership topics. Each session, new topics are woven into the conversation, enriching an increasingly sophisticated understanding of Leadership. We use a team-learning model wherein teams rely on all members to contribute to each other’s learning. Full participation in every session is required to catalyze this powerful learning model.
- **Practice 4 Hours Per Week On-The-Job**
  The purpose of LCI is Leadership skill development. The only way to develop skills is to practice in real work settings. In each session, participants select a Leadership skill they are interested in developing and design a customized plan to practice on-the-job. They have 2 ½ weeks to develop the skill through practice.
- **Collaborate With Supervisor**
  Supervisor support and involvement is essential. Supervisors create space and opportunities for participants to practice on-the-job, meet regularly with participants to discuss course content and brainstorm strategies to apply it in the department, and support participants to utilize the new skills as part of their regular work.

** See [LCI Course Description](#) for detailed descriptions of Leadership Skills
TO APPLY

- The application process for LCI19 opens November 1, 2018 and closes December 7, 2018.
- Only complete application packets will be considered.
  1. A complete application packet includes an application from you and a nomination from your supervisor.
  2. All complete applications submitted by December 7 will receive full consideration. Applicants will be notified by December 14, 2018 regarding their status.
- You submit an application.
  - Applications can be found and submitted on the Leadership Collaborative webpage, https://hr.oregonstate.edu/lc1-emergence/application-nomination.
- Your supervisor submits a nomination.
  - Nominations can be found and submitted on the Leadership Collaborative webpage, https://hr.oregonstate.edu/lc1-emergence/application-nomination.

If you have any questions, please don’t hesitate to contact me.

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Sessions run 8:30-5:00 - February 4, February 27, March 21, April 16, May 8 & May 30.