

## **Integrated Leadership Framework**

**Developed by:**

**The Framework Subcommittee of**

**the East Carolina University Leadership Advisory Council:**

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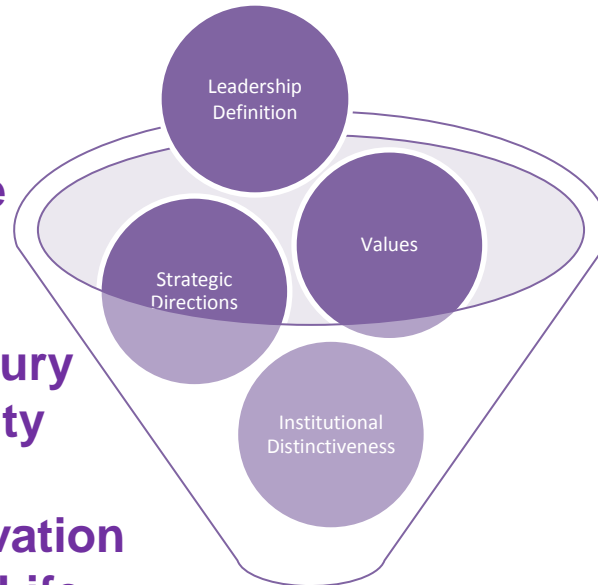
**Presented to 2011 Leadership Forum  
September 9, 2011**

- Context and Genesis
- Process
- Implementation – Students
- Future Application – Staff, Employees

*Empower students to lead in the 21<sup>st</sup> Century as modeled in ECU's Integrated Leadership Framework*

**ECU Strategic Action Plan 2010-2011**

**Leadership is a relational process of inspiring, empowering, and influencing positive change.**



**Respect  
Authenticity  
Accountability  
Teamwork  
Commitment to Serve**

**Education for a New Century  
The Leadership University  
Economic Prosperity  
Health Care & Medical Innovation  
Arts, Culture & Quality of Life**

**Heritage  
Culture  
Service  
Teaching  
Research**



C O M M U N I T Y

ECU GRADUATES

FACULTY

STAFF

ADMINISTRATION

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RESPECT

AUTHENTICITY

ACCOUNTABILITY

TEAMWORK

COMMITMENT TO SERVE

# ECU Leadership Development Framework

Stage of Development*	Knowledge Critical Thinker	Relationships Mentor	Ethics Active Citizen	Well-being Healthy Individual	Service Catalyst for Positive Change
6 Integration/ synthesis					
5 Generativity					
4 Increasingly complex application and behavior development					
3 Application					
2 Exploration					
1 Awareness, knowledge					

\* Adapted from Komives, S.R., Longerbeam, S.D., Owen, J.E., Mainella, F.C., and Osteen, L. (2006). A leadership identity development model: Applications from a grounded theory. *Journal of College Student Development*, 47(4), pp. 401-418.

## ECU Leadership Development Framework

Stage of Development*	Knowledge Critical Thinker	Relationships Mentor	Ethics Active Citizen	Well-being Healthy Individual	Service Catalyst for Positive Change
Integration/ synthesis	Inspiring others to learn	Mentoring and Empowering others to Mentor	Influencing action for the greater good	Reflection upon experience with self/others, commit to continual growth	Inspiring positive change
Generativity	Engaging in advanced scholarship and creative activity	Fostering the development of others	Challenging ethical practices in the context of the greater good	Empowering others to achieve well-being (emphasis on elements most related to leadership development)	Engaging others in service
Increasingly complex application and behavior development	Understanding, evaluating and communicating knowledge	Collaborating	Recognizing ethical implications of decisions	Adapting lifestyle to sustain well-being	Expanding role and commitment to service
Application	Using new knowledge, honing academic interests, communicating learning	Communicating effectively	Exercising values in decision making	Initiating behaviors to achieve well-being	Understanding capacity for service and narrowing commitment
Exploration	Recognizing learning potential, broadening knowledge base, developing effective learning strategies	Understanding interdependencies of people and environments	Examining ethical principles and relating personal values to others and organizations	Exploring avenues for achieving well-being and developing goals	Participating in service activities
Awareness, knowledge	Understanding accountability for learning	Understanding self and others	Understanding values	Understanding personal well-being	Understanding service and service opportunities

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# Questions

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