**Assessing the Impact of a Divisionwide Leadership Development Training for Student Employees**

**Student Affairs - Collaborative Leadership Training**

The Collaborative Leadership Program (CLP) is designed to provide student employees with a foundational understanding of how to work collaboratively in a team setting. The training is divided into two phases: the 1st phase includes CLP sessions and the 2nd phase focuses on upcoming assignments and reflections. Student employees will be divided into small teams based on an assessment of their current role to determine their training needs. Teams will then encounter several training and reflection activities in three 1-hour sessions.

**Logistical Information**

Student employees will be divided into small teams based on an assessment of their current role to determine their training needs. Teams will then encounter several training and reflection activities in three 1-hour sessions.

**1st Program**
- **Theme for the Day:** Collaboration
- **1st Session:**
  - Team Building
  - Communication Skills
  - Conflict Resolution
  - Group Process
  - Self-Reflection

**2nd Program**
- **Theme for the Day:** Collaboration
- **1st Session:**
  - Team Building
  - Communication Skills
  - Conflict Resolution
  - Group Process
  - Self-Reflection

**3rd Program**
- **Theme for the Day:** Collaboration
- **1st Session:**
  - Team Building
  - Communication Skills
  - Conflict Resolution
  - Group Process
  - Self-Reflection

**Leadership Definitions Scoring Rubric (N=5)**

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<th>Leadership Definition</th>
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<td>Common Purpose</td>
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**Written by:** Kirkhedla, Jessica, and Ruben Garcia, UC Merced

**Year #1 Example:**

Leadership is: “Teaching by example, acting responsibly, and in the best interest of your relationship to people you lead”

**Year #2 Example:**

Leadership is: “A person, someone others want to follow and trust, who have other’s interests in mind, and a goal for their team to reach.”

**Combined Leadership Training Focus Group**

- **Collaborative Leadership Training Focus Group**
  - **Mean**
    - 1.0: 0.30
    - 2.0: 0.37
    - 3.0: 0.07
    - 4.0: 0.07
    - 5.0: 0.0
  - **P Value**
    - 0.0583
  - **Significance**
    - Yes

**Collaborative Leadership Training Focus Group**

- **Mean**
  - 1.0: 0.43
  - 2.0: 0.65
  - 3.0: 0.06
  - 4.0: 0.06
  - 5.0: 0.0
- **P Value**
  - 0.0181
- **Significance**
  - Yes

- **Mean**
  - 1.0: 0.55
  - 2.0: 0.15
  - 3.0: 0.17
  - 4.0: 0.17
  - 5.0: 0.17
- **P Value**
  - 0.0181
- **Significance**
  - Yes

**Consciousness**

- **Mean**
  - 1.0: 0.43
  - 2.0: 0.65
  - 3.0: 0.06
  - 4.0: 0.06
  - 5.0: 0.0
- **P Value**
  - 0.0181
- **Significance**
  - Yes

**Consciousness of Self**

- **Mean**
  - 1.0: 0.43
  - 2.0: 0.65
  - 3.0: 0.06
  - 4.0: 0.06
  - 5.0: 0.0
- **P Value**
  - 0.0181
- **Significance**
  - Yes

**Common Purpose**

- **Mean**
  - 1.0: 0.55
  - 2.0: 0.15
  - 3.0: 0.17
  - 4.0: 0.17
  - 5.0: 0.17
- **P Value**
  - 0.0181
- **Significance**
  - Yes

**Written by:** Kathryn Henshaw, Jessica, and Ruben Garcia, UC Merced

**Year #1 Example:**

Leadership is: “Teaching by example, acting responsibly, and in the best interest of your relationship to people you lead”

**Year #2 Example:**

Leadership is: “A person, someone others want to follow and trust, who have other’s interests in mind, and a goal for their team to reach.”

**Mechanisms:**

- **Mean**
  - 1.0: 0.30
  - 2.0: 0.37
  - 3.0: 0.07
  - 4.0: 0.07
  - 5.0: 0.0
- **P Value**
  - 0.0583
- **Significance**
  - Yes