Introduction to the Public Service Leadership Program
“Public Service is a noble calling and we need men and women of character to believe they can make a difference in their communities, in their states and in their country.”

- George Bush
More Presidential Guidance

Outgoing Texas A&M University President Robert Gates:

“I’m probably a friendlier person now than I used to be because I came to Texas A&M,” he said, adding that he also strengthened his leadership skills during his tenure.’

The Bryan-College Station Eagle, December 8, 2006, p. A8
Our Mission and Mantra

• **MISSION**: to support the faculty and students in educating principled leaders for careers in public service and international affairs, integrating leader development within the Bush School experience, conducting leadership research and outreach activities, and producing leadership publications.

• **MANTRA**: Educating Principled Leaders
Defining Leadership and Leader Development for the Bush School

*Leadership* is the art of influencing people, organizations, and institutions to accomplish missions that serve the public interest.

*Leader Development* is the art of educating people [through formal education & training . . . GBS curriculum; experiential learning . . . GBS extra-curricular activities; & self-study through individualized feedback] in the theory and practice of leadership in the context of public service.
Leader Development Challenges

How can the Bush School educate, develop, measure, assess and track leadership:

(1) For individuals and teams?
(2) In a variety of organizations?
(3) At the federal, state, local levels?
(4) For the public-private-nonprofit sectors?
(5) In an international environment in the Age of Globalization?
Leader Development at the Bush School: Our Three-Tiered Approach

Formal Self-study
Feedback
Experiential Learning

Public Service
Leader

Formal education & training
GBS curriculum
Leader Development at the Bush School: Our Two-Year Development Program

<table>
<thead>
<tr>
<th>Interview Weekend Exercises</th>
<th>Orientation Week Exercises</th>
<th>Consensus Exercise</th>
<th>Kolb's Learning Style Inventory</th>
<th>BUSH 601</th>
<th>Year 1</th>
<th>Internship</th>
<th>Year 2</th>
<th>Capstone Team Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;Formal education &amp; training...GBS curriculum&quot;</td>
<td>&quot;Experiential Learning ... GBS extra-curricular activities&quot;</td>
<td>&quot;Self-study through feedback...GBS students&quot;</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Service Organization, Student Government Association, Public Servant, Leadership Development Workshops, Speakers</td>
<td>Personal Assessment of Management Skills</td>
<td>Myers-Briggs Type Indicator</td>
<td>Leadership Coaching Session</td>
<td>360° Peer Feedback</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\[
\text{Formal Education and Training} + \text{Experiential Learning} + \text{Self-Study} = \text{Life-Long Learning}
\]
Individual Development Plan

Bush School Development Workbook:

• Synthesizing each students’ vision; self-awareness; peer and faculty coaching; and assessment data in four competency areas:
  - Knowledge
  - Skills
  - Attributes
  - Values

• Creating a personalized development plan to facilitate life-long learning
Leader Competency Framework

Start with Vision:
Who am I? Who do I want to become?

Values
“How to be”
• guiding set of principles

Attributes
“How to act”
• professional image
• style & preferences

Skills
“What to do”
• soft skills
• hard skills

Knowledge
“What to understand”
• theories & ideas
• conceptual frameworks
Dean’s Leadership Certificate: Qualifying Components

• Formal Education
  – Leadership Core Course

• Leader Development Workshops
  – MBTI, Effective Teams, Handling Stress, Understanding Conflict, Time Management, Networking, Communication Styles

• Individual Planning
  – Individual development plan
  – Coaching sessions

• Self-Assessment
  – Kolb’s learning style inventory
  – Myers Briggs Assessment (MBTI)
  – StrengthsQuest

• Experiential Development
  – Leadership Experience
  – Service Project
Conversations In Leadership

• The PSLP hosts a Conversations-in-Leadership speaker series that supplements the Dean’s Conversations-in-Leadership speakers program.
• Conversations-in-Leadership focuses on small, informal question-and-answer sessions with public servants. These sessions happen throughout the year and involve speakers with local, state, national, and international public service experience.
• Past speakers include:

  Ryan Crocker, Dean of Bush School
  David Davenport, CEO Capital Area Food Bank
  The “Junction Boys”
  Mary Kate Carey, former presidential speechwriter
  David Demarest, former White House Communications Director
  James Clapper, Undersecretary of Defense for Intelligence
  Jim & Meredith Olson, “Our Life in the CIA”
  Mayor Ben White, “A Career in Local Government”
“The program has a very strong leadership component consisting of coursework and work with the Leadership Development Program.

Students’ leadership skills and potential are assessed through the Leadership Program, using nationally recognized competency and strength assessment instruments with feedback, coaching, and career planning enhancement features.

Ethical leadership is a major feature of the program.”

*National Association of Schools of Public Affairs and Administration, March 7-9, 2007*
Leadership as Service

“In our heart of hearts, [public servants] are romantics, idealists and optimists. We actually believe we can make a difference, make the lives of others better.”

Robert Gates

<table>
<thead>
<tr>
<th>Leader Development Challenges</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Gain as much knowledge as you can in your course work....</td>
</tr>
<tr>
<td>2. Participate as a leader and follower in meaningful learning experiences in our extracurricular activities....</td>
</tr>
<tr>
<td>3. Engage in self-study and workshops to gain self and social awareness--for personal mastery and relationship management....</td>
</tr>
</tbody>
</table>

*Use your Individual Development Plan to set the foundation for your lifelong learning*
For more information regarding the Leadership Program contact:

Holly Kasperbauer  
Assistant Director Public Service Leadership Program  
(979) 862-8837  
hjkasperbauer@tamu.edu

http://bush.tamu.edu

Educating Leaders for Public Service  
Follow Our Leadership News Feed at twitter  
http://www.twitter.com/gbsleadership