

STRENGTHS-BASED LEADERSHIP CERTIFICATE

FINAL PROJECT INSTRUCTIONS

Overview: The Final Project for the Certificate in Strengths-based Leadership provides individuals with an opportunity to demonstrate the skills they have learned and practiced in the five Strengths-based Leadership workshops. These workshops are a prerequisite to beginning the project. The Final Project consists of three parts:

- **Plan** – Identify a project that will allow the leader to apply strengths-based leadership skills in their own agency over a period of 30 days. Create project plan and secure approval from Temple University Harrisburg
- **Implement** – Implement the plan for a period of 30 days
- **Reflect & Present** - Reflect on the implementation of the plan by responding to a series of short answer questions. Present a 10 minute report on the plan and project during a final workshop session.

More information about each of these three parts follows

Planning: Complete the Strengths-based Leadership Certificate Project Plan to identify goals, activities, resources, strengths, anticipated challenges, and measurement tools. This Project Plan will be submitted to Temple University Harrisburg (TUH) staff for review. TUH staff will review the project plan and grant approval based on the following requirements:

- ✓ Does the plan allow the leader to apply and demonstrate strengths-based approaches introduced in the Strengths-based Leadership Workshops?
- ✓ Is the plan designed to make a substantial positive impact in the workplace?
- ✓ Are there measurable outcomes for the next 30 days?
- ✓ Is the goal SMART?
- ✓ Is the timeline reasonable?

TUH staff may ask leaders to modify the plan to meet these requirements. Upon approval, the leader will begin implementing their Final Project.

Implement: The leader will implement the project for approximately 30 days. The implementation must include multiple opportunities for the leader to be intentional about the application of strengths-based skills.

Reflect & Present: Upon completion of the implementation period the leader will respond to several short answer reflection questions indicating what was done, how it went and what the leader learned. The final presentation will occur at a sixth workshop session during which each individual will present a 10 minute report on their project plan and implementation results. The final presentation must include at least one visual aide such as handouts, PowerPoint presentation, or video – be creative! See “Not Another PowerPoint” Handout.

- Your presentation must include:
 - Your project goal
 - How you selected the goal
 - What significant impact you expected the project to have
 - How you determined you would measure progress
 - What you did to implement the project
 - What strength-based skills you used during the implementation
 - What progress you made on your goal
 - What barriers you faced
 - What you learned from the experience
 - What strengths you identified in yourself as you implemented the project
 - What you would do differently if you could start over
 - What your next steps are in terms of being a more empowering leader

Evaluation: The Strengths-based Leadership Final Project is evaluated on a pass/fail basis. Individuals whose projects do not pass on the first submission will have one opportunity to address missing items and resubmit, within 90 days of the first submission. The following standards must be met in order for TUH to award the Strengths-based Leadership Certificate.

-Participation in five Strengths-based Leadership Certificates Workshops offered by Temple University Harrisburg

-Final Project Plan submitted and approved

-Final Project Reflection Questions completed

-Final Project Presentation completed

-Demonstration of the following competencies:

- Apply strengths-based approaches to leadership
- Apply strengths based leadership practices in the workplace
- Demonstrate support of strengths-based principles and practices with staff