

ESD.801 Leadership Development Assignment 2A: Group Assessment

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An important learning objective of this leadership seminar is to '**Assess** behavioral tendencies in a variety of professional and social environments.' We will assess behavioral tendencies from both (1) a feedback perspective, and (2) a self-reflection perspective.

This assignment has two parts. Assignment 2A is about your reflections on the Thompson Island Outward Bound experience (Sep 19-20, 2014), and the feedback you will receive there. The response to 2A is due on Course site by Sep 26 at 9:00 am.

Assignment 2B is about the structured DiSC assessment exercise to be taken in class on Friday October 3, 2013. Assignment 2B is due on Course site on Oct 10 at 9:00 am.

Assignment 2A

You may choose to structure your response in the following way, but you can also choose an alternative structure if you can make it compelling.

- In the survey Assignment 0.5, recall your response to: 'Give one example of a role model, someone you have engaged with or encountered personally (i.e. not Gandhi, Mother Theresa, Churchill, etc.). * (2-3 sentences) Explain why you regard this person as a role model.' **You will be addressing your response in the form of a letter memo to this individual.**
- **Reflect** on your time at Thompson Island. The facilitators may introduce a number of conceptual frameworks and heuristics to shape discussions and activities. **Select a framework** that resonates with you the most and use this to **synthesize your experience** at Thompson Island. For example, if you select the Distributed Leadership model introduced in class, describe how you engaged in each of Sensemaking, Relating, Visioning, and Inventing.
- Then imagine how others at Thompson Island perceived your behavior and actions. In fact, you will receive many clues and even direct feedback from your peers and facilitators. **Compare and contrast** your synthesis above in the light of this feedback.
- Remember, the purpose of this assignment is to fairly assess behavior and honestly communicate your reflections, not tell your role model what you think they would like to hear.

Submit your response in the form of a brief letter memo (not more than 2 pages) addressed to your role model with appropriate font, spacing, margins and formatting. You may think of this as the executive summary of a report or extended abstract of a paper. Include any graphics, charts and references you believe will make your arguments more insightful or credible.

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