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Student Staff Training & Development A Servant Leadership Model

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Project Summary
The focus of this project is to develop a training program for the Event Planning/Employer Relations Intern that will repeatedly offer experiential learning and professional development opportunities while also adding to the effectiveness and efficiency to the employer relations arm of The Career Center.

Project Objectives
- Provide an internship experience in alignment with the National Association of Colleges and Employers (NACE) Internship Definition.
- The experience must be an extension of the classroom: a learning experience that provides for applying the knowledge gained in the classroom. It must not be simply to advance the operations of the employer or be the work that a regular employee would routinely perform.
- The skills or knowledge learned must be transferable to other employment settings.
- The experience has a defined beginning and end, and a job description with desired qualifications.
- There are clearly defined learning objectives/goals related to the professional goals of the student's academic coursework.
- There is supervision by a professional with expertise and educational and/or professional background in the field of the experience.
- There is routine feedback by the experienced supervisor.
- There are resources, equipment, and facilities provided by the host employer that support learning objectives/goals.

Additionally, the focus on student professional development and decision making will be a priority provided through servant leadership and a solution focused orientation.

Observed Results
Unbeknownst to me, the development of this project really began in fall of 2010. It was then that I fully realized my interest and commitment to student development. At the same time, I recognized some amazing skills and abilities in one of our more introverted and quiet front desk student staff (very different from my personality). She transitioned to assist me as my recruiting assistant beginning Spring of 2011 and through intentional mentorship and training her responsibilities and skills have increased to include being a primary support in the coordination of Practice Interview Day, Food Marketing Career Night, ISM Career Night, and Food Marketing Career Promotion materials including flyer, publicity booklet, and signage.

Next Steps
Design and implement a comprehensive training and development program for the front desk staff using the same model of servant leadership and with the mission of providing learning opportunities that will enhance leadership, professionalism, and problem-solving skills.

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