Nurturing Shared Leaders through Internship

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Outline

• Background of Social Innovation and Global Citizenship (SIGC) Internship

• The Service Leadership Internship (SLI 2012)
  – Features of the project
  – Support from the Faculty
  – Evaluation of learning outcome
  – Samples of students work

• Development for SLI 2013
BACKGROUND OF THE SOCIAL INNOVATION AND GLOBAL CITIZENSHIP (SIGC) INTERNSHIP
• Compulsory off-campus experiential learning since 2009
• 24 Credits (equal to 4 courses)
• 12 Credits (local internship) & 12 Credits (global internship)
• Integration of academic knowledge with practical knowledge
• Experiential, *not vocational*
# Internships for Summer 2013

<table>
<thead>
<tr>
<th>Types</th>
<th>No. of Community Partners</th>
<th>No. of Places</th>
</tr>
</thead>
<tbody>
<tr>
<td>SI</td>
<td>50 Local Partners</td>
<td>141</td>
</tr>
<tr>
<td>GC</td>
<td>20 Global Partners</td>
<td>115</td>
</tr>
<tr>
<td>SLI</td>
<td>20 (for 3/5 students per project)</td>
<td>119</td>
</tr>
</tbody>
</table>
THE SERVICE LEADERSHIP INTERNSHIP (SLI)
Service Leadership Internship (SLI)

- Funded by the Li & Fung Service Leadership Initiative in 2012
- Supports service leadership training in 8 tertiary institutions
SHARED Leadership

When we move forward together, does it matter who the leader is?
Overall objectives

- Significance of social responsibilities
- Leadership & advocacy for improving the human condition
- Personal and social competencies of shared leadership
- Tackle novel challenges and ill-defined issues
- Collaboration and communication
- Critical thinking skills and an appreciation for life-long learning
- Self-reflection and upholding of personal and professional ethics
Features of SLI (2012)

- Work as a group (3 – 5 persons)
- Under each internship topic, interns work as a team to generate **innovative** solutions to **authentic** problems
- Application of **multidisciplinary knowledge**
- Project management (Internship topics → proposal with suggested service tasks → implementation → evaluation)
Faculty Support

• Academic tutors
• Internship training
  – Academic deliverables
  – Personal & social competence as shared leaders
• Booster sessions
  – Sharing with other groups
  – Platform for problem-solving
  – Consolidation of skills
## Pre-internship training

<table>
<thead>
<tr>
<th>Workshop</th>
<th>Topic</th>
<th>Focus of Training</th>
</tr>
</thead>
</table>
| 1        | Service Learning & Leaders         | ➢ Service learning & social responsibilities  
               ➢ Significance of shared leaders                  |
| 2        | Social Competencies of Leaders     | ➢ Communication skills  
               ➢ Conflict resolution skills                        |
| 3        | Personal Competencies of Leaders   | ➢ Goal orientation & resilience to failure  
               ➢ Attribution  
               ➢ Goal setting                                    |
EVALUATION OF LEARNING OUTCOME
<table>
<thead>
<tr>
<th>Academic Deliverables (50%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SLI</strong></td>
</tr>
<tr>
<td>Background report &amp; proposal (group)</td>
</tr>
<tr>
<td>Reflective journal (individual)</td>
</tr>
<tr>
<td>Presentation (group)</td>
</tr>
<tr>
<td>Integrated essay (individual)</td>
</tr>
</tbody>
</table>
Evaluation of community partners (50%)

- Initiation
- Adaption to work culture
- Communication
- Work attitude
- Independent work
- Ways to fortify strengths & weaknesses
- Work in a congenial manner
- Self-management
- Integration of knowledge & skills
Measure for self-evaluation
SAMPLE OF WORK
DEVELOPMENT FOR SLI 2013
Types of Projects

- CSS: 48%
- CES: 20%
- CMC: 27%
- RPA: 2.5%
- CSR: 2.5%
Others

• Pre-internship training
• Intern2Intern
• Peer evaluation
• Pre- and Post- programme measures