**Leadership Evaluation Simulation & Reflection (25 % of final grade):**

In this class, you will have the opportunity with a partner to present a problem to your team that you will then lead them through trying to solve. The problem can be one specific to your engineering specialty (e.g. figuring out a flow, using a breadboard to build a specific circuit, etc.) or more general (e.g. what should I do between graduation and starting my new job, etc.), but must be introduced to the team in a way that ensures each team member can play a role in helping to solve it. You will have approximately 30 minutes to introduce and lead the team through attempting to solve the problem. Afterward, 10 minutes will be allotted for your teammates to evaluate you and your partner on your Leadership Competencies. You will also be asked to evaluate yourself and your partner. Finally, you will use the evaluations you receive to work with your partner and construct a reflective paper analyzing the experience and what you learned.

***You should utilize tools, skills, and concepts we’ve gone over in the course as you select your problem, prepare to lead your team, and reflect on the experience.***

**Timeline for this assignment is as follows:**

* **August 10th – Simulation/Presentation Days in class**
* **August 17th- Final Leadership Evaluation Reflection Assignment due via LMS**

**Parts of the Assignment:**

1. **Problem Simulation** 
   1. You and your partner (Co-Leads) will identify a problem and prepare to lead your team through trying to solve it.
   2. During the 30-minute class simulation you will need to:
      * Introduce your team to the problem.
      * Provide instructions for the problem-solving process.
        + If additional supplies are needed (e.g., printouts, markers, etc.), check-in with your instructor to see if they may be able to help.
      * Ensure every team member can participate in attempting to solve the problem.
      * Lead the team through trying to solve the problem.
   3. Once your simulation concludes, everyone will have approximately 10 minutes to provide feedback to the two Co-Leads using the Leadership Competency Evaluation Form.
   4. You should provide feedback for yourself and your Co-Lead as well.
   5. Collect all relevant feedback sheets to use as reference for your Reflection paper.
2. **Reflection paper (see rubric on next page)**
   1. Should be completed with your Co-Lead and submitted via LMS
   2. Should be 3-5 pages (900-1500 words) double-spaced with 1-inch margins.
   3. Should include:
      * The problem identification and facilitation preparation processes you and your partner engaged in (Why did you make the choices you made?)
      * Answer the following questions:
        + What course material/ideas/concepts (e.g., Emotional Intelligence, Cultural Competency, Ethics) influenced your approach and how?
        + Which specific Leadership Competencies where you able to exhibit during the simulation? Which specific Leadership Competencies were not exhibited well? How could you improve this in the future?
        + How will this experience inform your approach to leading a team going forward?
      * Should incorporate explicit examples of feedback given to you by your teammates during and after the simulation.

**Leadership Evaluation Simulation & Reflection Rubric (25 % of final grade):**

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| --- | --- | --- | --- | --- |
| **Leadership Evaluation Reflection Paper** | **Excellent**  **(100%)** | **Satisfactory**  **(85%)** | **Needs Improvement**  **(70%)** | **Unsatisfactory**  **(0%)** |
| **Grammar, Spelling & Organization**  **(10 pts)** | No grammar or spelling errors  Paper meets the length requirements and has a logical flow.  **10pts** | A few minor spelling and grammatical errors; length and flow of paper was acceptable.  **8pts** | Significant number of errors which distract or make it hard to understand; paper may not meet the length requirement.  **7pts** | Serious grammatical  errors and paper fails to meet required length.  **0pts** |
| **Discussion of problem identification and preparation processes**  **(15 pts)** | Paper provides a thorough discussion of how Co-Leads both identified problem to introduce and designed process to lead team through trying to solve it.  **10 pts** | Paper provides a cursory discussion of how Co-Leads both identified problem to introduce and designed process to lead team through trying to solve it.  **8 pts** | Paper only discusses **EITHER** how Co-Leads identified problem to introduce **OR** designed process to lead team through trying to solve it.  **7 pts** | Paper does not discuss the preparation or problem identification processes.  **0 pts** |
| **Inclusion of course concepts e.g., Ethics, Cultural Competency, Emotional Intelligence, etc.**  **(20 pts)** | Paper thoughtfully discusses how at least 3 Course Concepts were referenced in **BOTH** the development **AND** implementation of the simulation.  **20 pts** | Paper thoughtfully discusses how at least 3 Course Concepts were referenced in **EITHER** the development **OR** implementation of the simulation.  **17 pts** | Paper only discusses how 2 or less Course Concepts were referenced in the development **AND** implementation of the simulation.  **14pts** | Paper fails to discuss Course Concepts in an accurate/ thoughtful way.  **0pts** |
| **Leadership Competency Discussion**  **(20 pts)** | Paper thoughtfully discusses how at least 2 Leadership Competencies were exhibited well during the simulation, how 2 Leadership Competencies were not exhibited well, and how this could be improved by the Co-Leads in the future.  **20 pts** | Paper thoughtfully discusses only 2 of the following: 1) how at least 2 Leadership Competencies were exhibited well during the simulation; 2) how 2 Leadership Competencies were not exhibited well; 3) how this could be improved by the Co-Leads in the future.  **17pts** | Paper discusses only 1 of the following: 1) how at least 2 Leadership Competencies were exhibited well during the simulation; 2) how 2 Leadership Competencies were not exhibited well; 3) how this could be improved by the Co-Leads in the future.  **14 pts** | Paper fails to discuss Leadership Competencies in an accurate/ thoughtful way.  **0pts** |
| **Discussion of application to future Leading**  **(20 pts)** | Paper provides a full discussion of Co-Leads’ takeaways and conclusions, including how the simulation experience will inform future Leadership experiences.  **20pts** | Paper provides a somewhat full discussion of Co-Leads’ takeaways and conclusions. Discussion, reasoning, and reflection may be missing, shallow, or brief.  **17pts** | Paper provides an incomplete discussion of Co-Leads’ takeaways and conclusions. Discussion, reasoning, and reflection are absent.  **14pts** | Paper fails to discuss any application of the simulation experience to future leading.  **0pts** |
| **Discussion and incorporation of peer feedback**  **(20 pts)** | Paper provides a at least 4 specific examples of peer feedback **AND** explains how the Co-Leads carefully considered each. **20pts** | Paper provides only 2-3 specific examples of peer feedback **AND** explains how the Co-Leads carefully considered each.  **17pts** | Paper provides some specific examples of peer feedback **BUT** does **NOT** explain how the Co-Leads carefully considered each.  **14pts** | Paper fails to discuss examples pf peer feedback or applications.  **0pts** |