



WashU

CONFIDENTIAL

Leadership Development at WashU

April 5, 2025

**Andrew Knight
Senior Advisor to the Chancellor for Leadership**

Here & Next

Washington University's Strategic Plan

Six Signature Strategic Initiatives

Center for the Environment

Digital Transformation

Public Health at WashU

School of Continuing & Professional Studies

St. Louis Confluence Collaborative

WashU Leads



Generating transformative solutions to our deepest societal challenges.



WashU Leads

Create a WashU model of leadership, empower each member of our community to build their leadership capabilities, and become an institution renowned for achievement in leadership development.

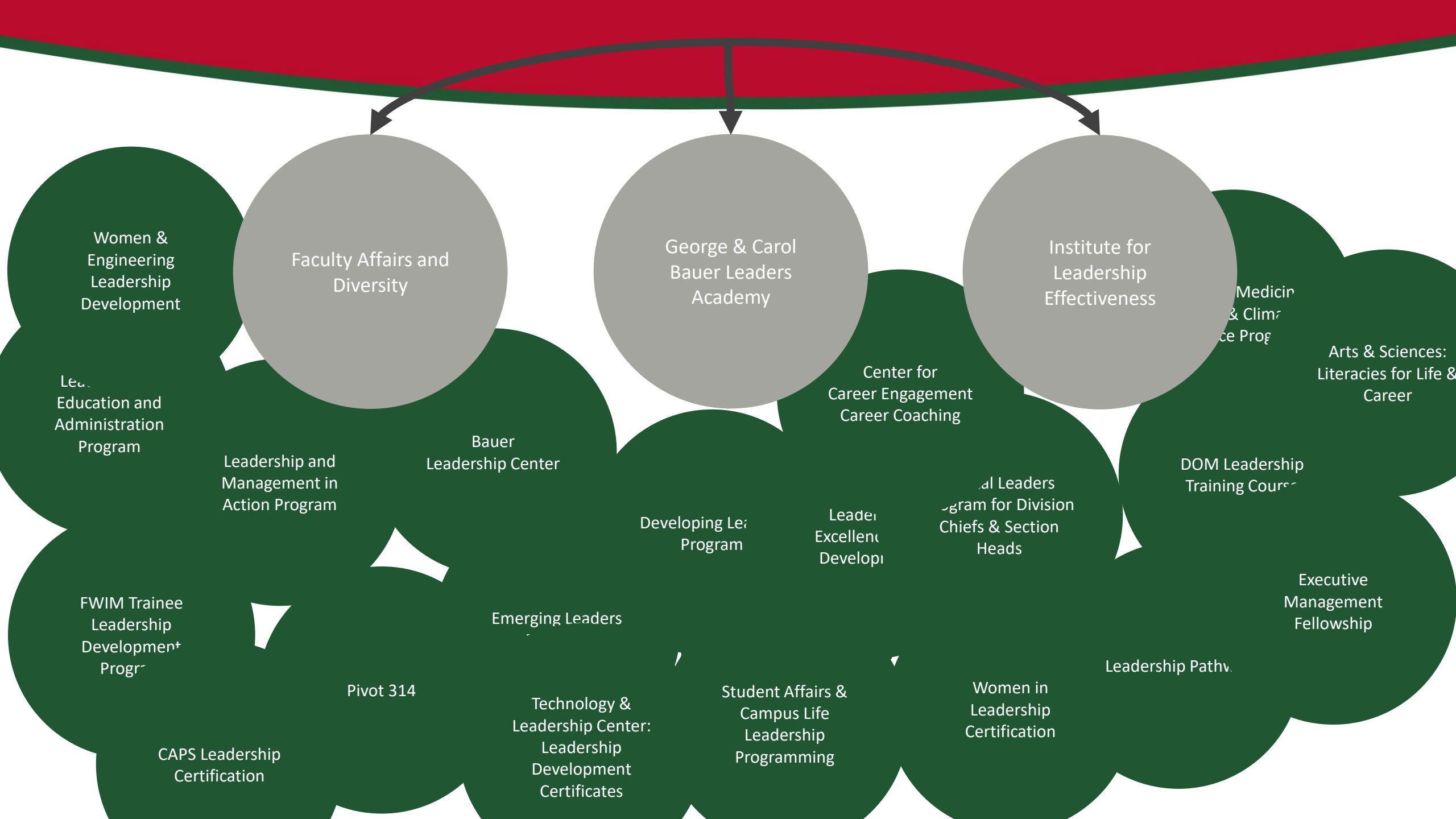
Differentiate WashU with a Unique Concept of Leadership

Leadership is not limited to those with a formal role, rank, or position of status. Everyone has the potential to lead—to organize and energize people in the pursuit of a common goal. Effective leaders are purpose-driven people of character and capability.

Develop WashU Community Members as Leaders

Faculty, staff, and students through workshops, courses, programs, experiences, and a culture of leadership development





The George & Carol Bauer Leaders Academy

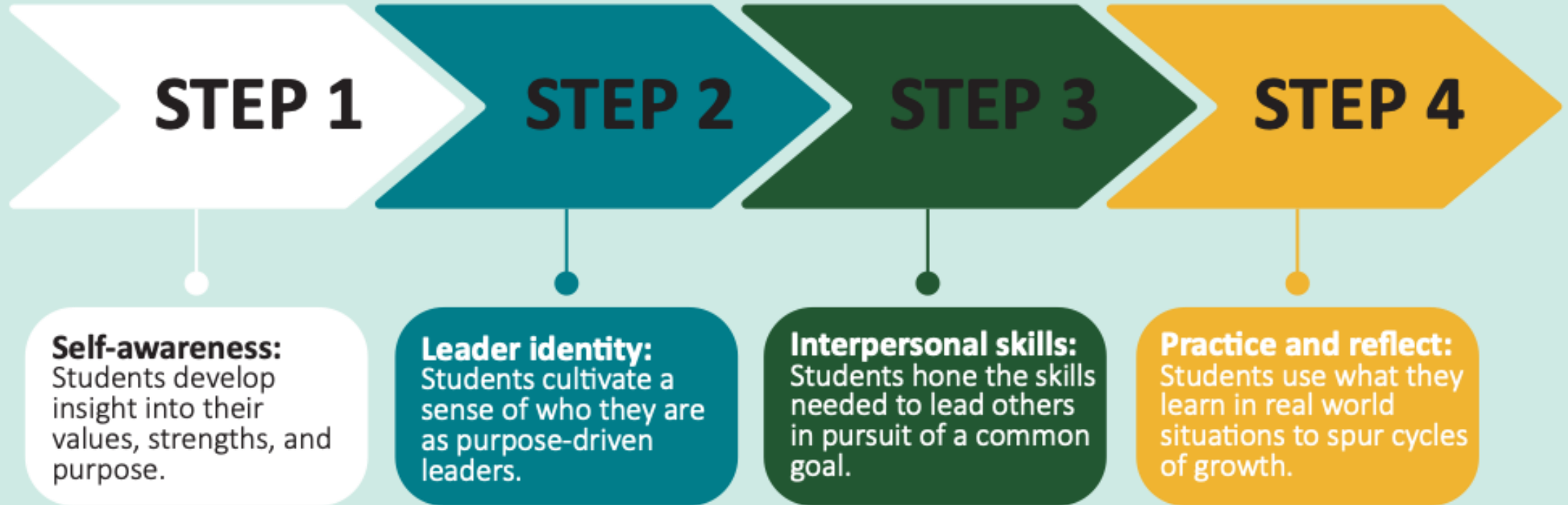
Developing purpose-driven leaders of character and capability



- Endowed in Spring of 2024
- Charter mission is to support students' development as purpose-driven leaders of character and capability
- Over time, a coordinating hub to organize and integrate initiatives that serve students, faculty, and staff



STUDENT LEADERSHIP JOURNEY



Leadership Journeys Lunches Curricular Grants

Strengths Assessment Coaching Mentoring Experiential Learning

EQ-i 1st Year Orientation Cohort Programs Skills Workshops

1st Year Purpose Workshops

1st Year Values & Purpose Workshop

Purpose is your personal path in life. It is an idea that helps you figure out what you want to do from one day to the next, in pursuit of what matters to you.

People who reflect on and develop a sense of purpose experience:

- Greater happiness
- Higher levels of academic success
- Closer social relationships
- Healthier lives

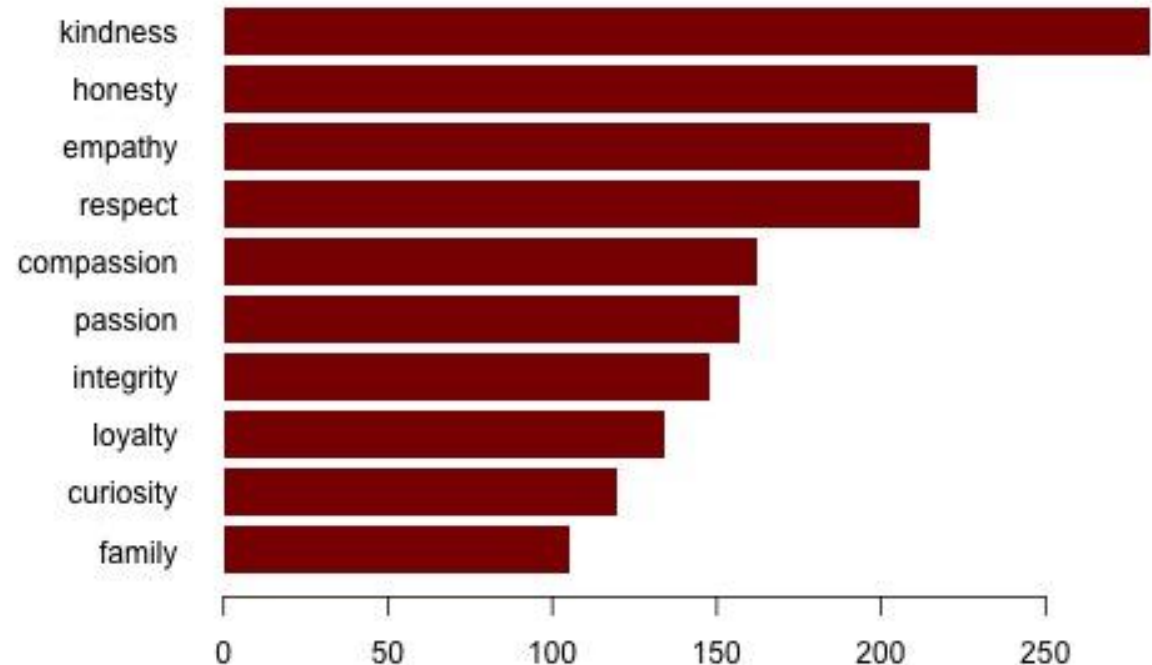


Top Values among WashU 1st Year Students (2024)

During 1st Year Orientation, students engaged in a workshop on values and purpose. Students were asked to list their top 3 values.

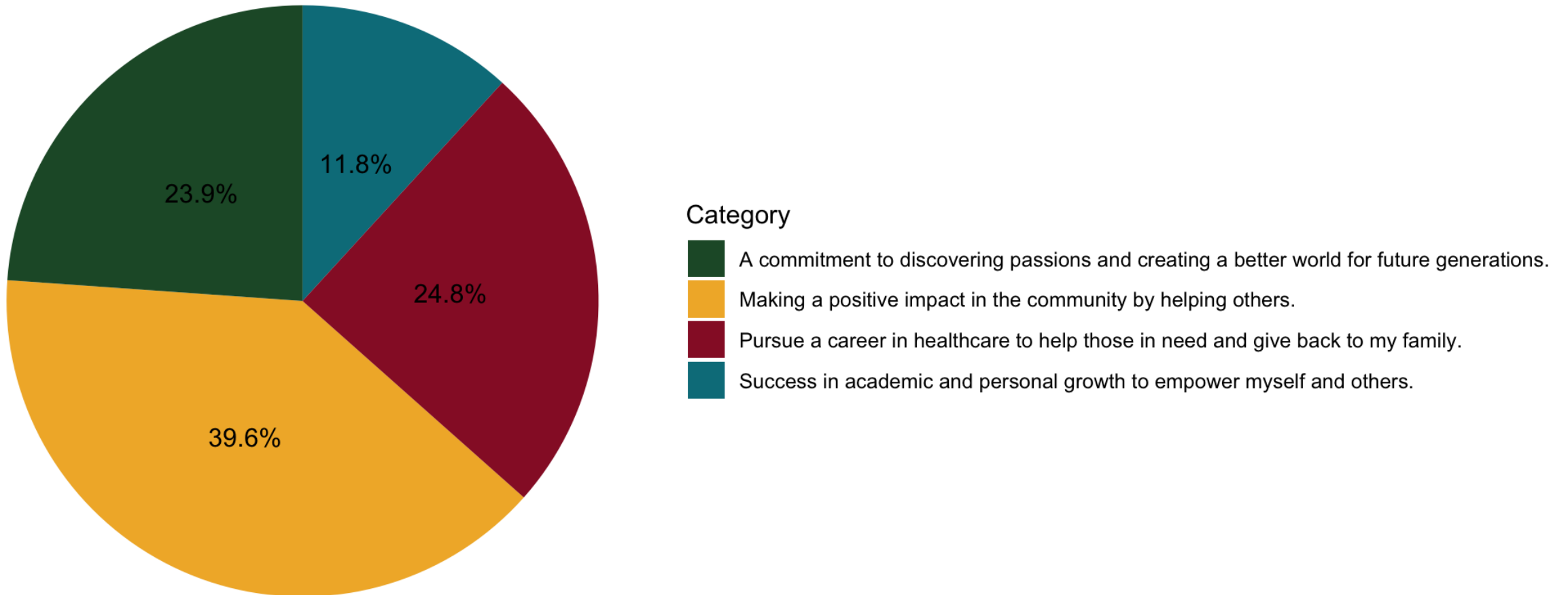


Top 10 Values - All WashU 1st Year Students



Top Purpose Themes among WashU 1st Year Students (2024)

During 1st Year Orientation, students engaged in a workshop on values and purpose. Students were asked to draft a short statement of purpose.



Purpose Booster in 1st Year Courses

Connecting Purpose to Field of Study



Collaborate with faculty in each undergraduate college for a follow-up module on purpose and leadership

- Bearprints for Success
- College Writing
- MGT 150A
- ENGR 120
- ARCH 185



“I’m starting to understand that leadership is about values and how you practice those values with yourself and others. I’m starting to see that everyone can be and is a leader in their own way ... that leaders can be introverts.”

Student Participant



WashU's Approach to Learning

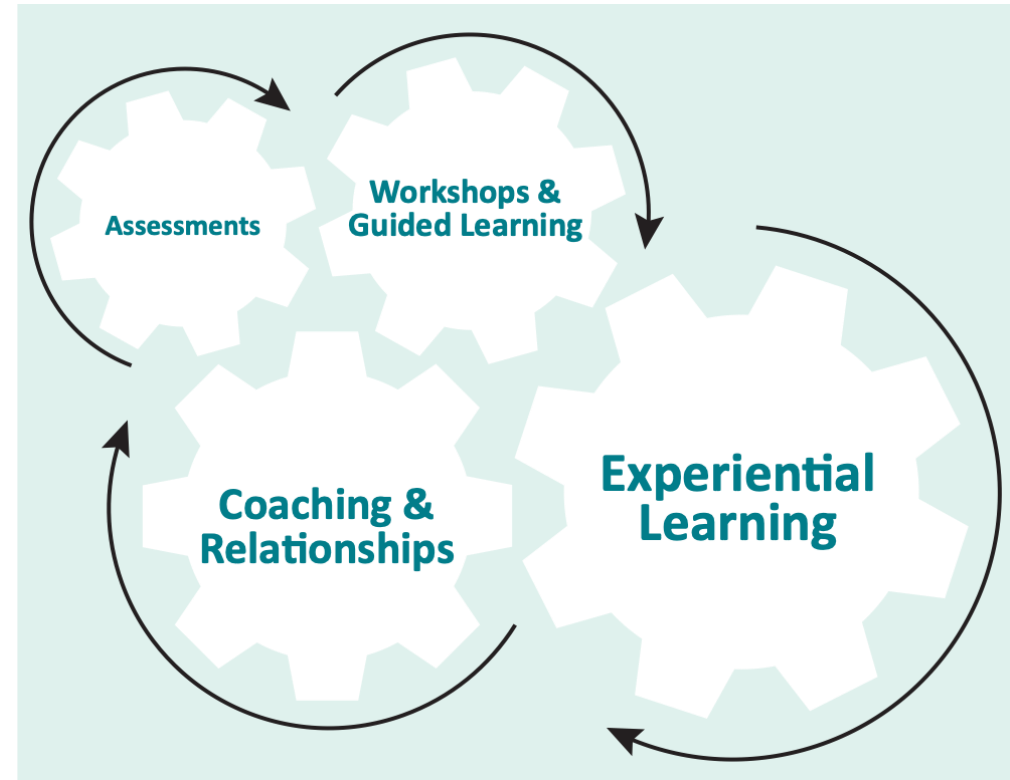
The 70-20-10 Model

70% Experiential Learning

20% Coaching & Relationships

10% Workshops & Guided Learning

Assessments throughout



Cohort-Based Programs

Semester-long bundles of shared learning experiences



Selective cohort-based programs bring together groups of students who share common bonds or experiences for a full-featured and integrated developmental experience that includes:

- Assessment
- Sequence of workshops
- Coaching



“One of my favorite moments from the cohort has been the discussion facilitation on leadership within group dynamics. Being able to learn from my peers about leadership and further develop my perspective has made this experience so much more meaningful.”

Broddhi Ramirez, Class of 2027



Open-Access Workshops

One-Off Topical Sessions



Targeted workshops help students develop and hone specific interpersonal skills that help in organizing and energizing others in the pursuit of common goals. For example:

- Formulating shared purpose
- Building trusting relationships
- Making hard decisions
- Leadership styles



Direct Learning from Leaders

Intimate Connections and Conversations



Small group events and programs bring leaders into direct contact and conversation with leaders with different backgrounds and experiences.

- Receptions and dinners with keynote speakers
- Lunches with prominent leaders



Leadership Journey Lunches

Intimate conversations with impactful leaders



“The Leadership Journey Lunch with the Provost opened my eyes to the possibilities within higher education administration. I gained valuable strategies that will help me become a stronger leader in any setting.”

- Bralin Duckett, Class of 2027



Personalized Coaching

Tailored Individual Guidance



Personalized coaching occurs in one-on-one and group-based formats, providing in-depth guidance and support as students travel their developmental journeys.

- International Coaching Federation Certified Coaches
- Integrated personal assessments
- Tailored multi-session program



“Meeting you is an answered prayer. Thank you for blessing me with the gift of being heard and seen. I truly enjoyed our conversation and wished we had more time! Thank you, thank you for listening. It means so much to me. Our conversation felt like a big, long-awaited sigh of relief-you know, the kind you feel after carrying such a heavy load. It feels like putting down a pair of dumbbells and just letting the blood circulate again.”

Student Coaching Participant



Experiential Learning

Immersive Activities that Bring Leadership to Life



Experiential learning exercises bring leadership concepts and frameworks to life, giving students a way to test their skills and receive informed feedback.

- Team-based leadership competition
- Escape room challenge
- Leadership ventures



Escape Room Challenge

Growing as a leader through group-based problem solving

“The BLA Escape Room Challenge allowed me to apply my leadership skills in the real world. With activities requiring a plethora of skill sets like puzzles, critical thinking activities, team board games, and more, I understood my strengths and how I could use them to enhance our team as a whole.”

- Rishika Jeyaprakash, Class of 2028



STRENGTH, STRATEGY, AND LEADERSHIP
IN ACTION

FORT LEONARD WOOD
**LEADERSHIP
CHALLENGE**

We're taking **leadership** to the next level with an exclusive opportunity to visit Fort Leonard Wood!

Scan the QR Code to
register!



Bauer Leaders Academy

APRIL 11
8:30 - 4:30



2024-2025 Academic Year Progress

Launching and Beginning to Scale

- Organized five cohort programs to serve 144 students
- Provided coaching for 130 students
- Developed three new innovative experiential learning programs
- Launched annual WashU Leadership Week

SCALING LEADERSHIP DEVELOPMENT

91%

of 1st year students submitted purpose statements (1682 purpose statements out of 1851 total undergraduate students)

84%

of 1st year students completed the CliftonStrengths assessment (1560 Strengths assessments out of 1851 total undergraduate students)

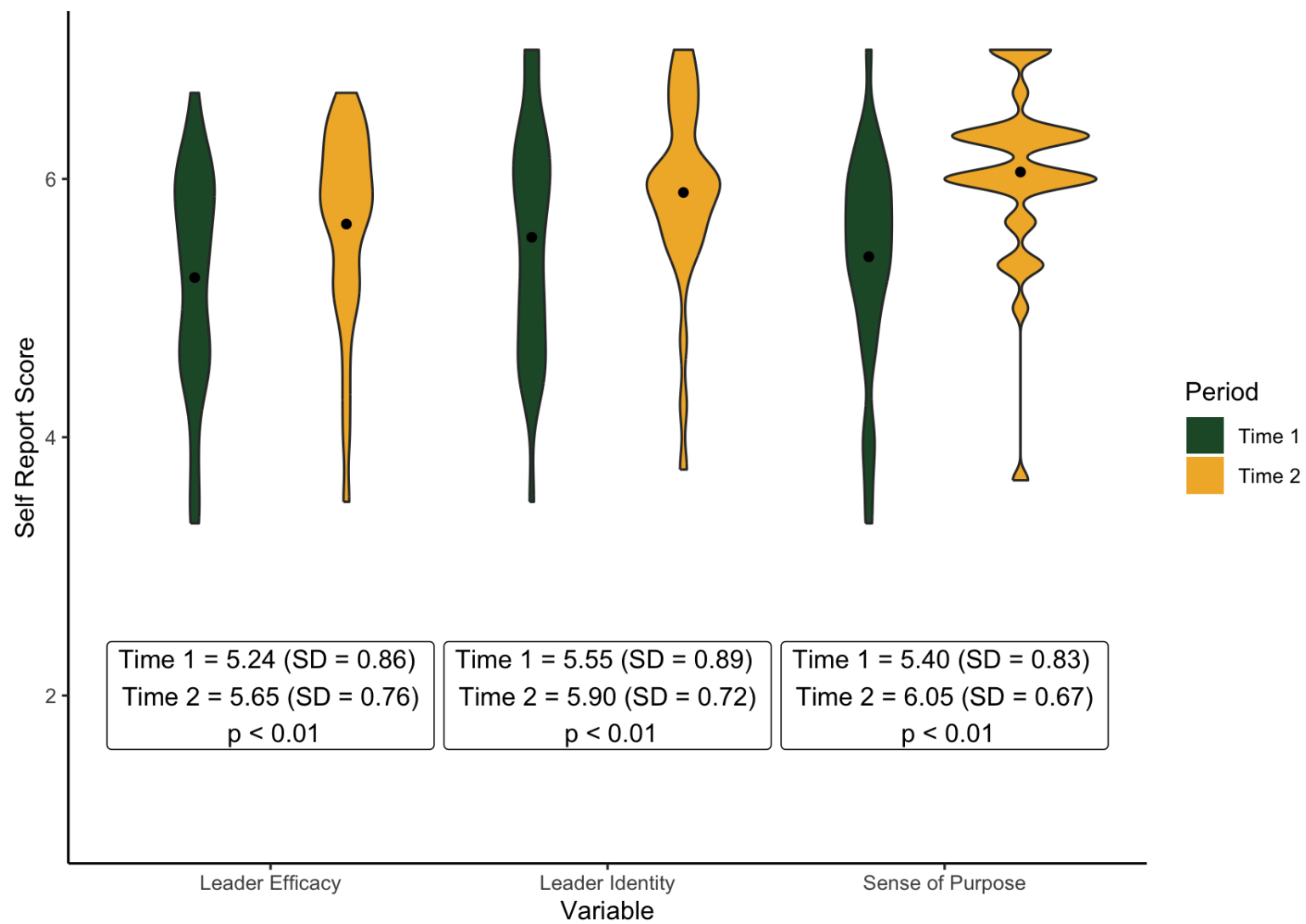
17%

of undergraduate students participated in a workshop and/or coaching



Preliminary Assessment of Program Impact

Pre / Post Results from 2024



Looking ahead to Fall 2025

Opportunities for Students



- 1st Year Purpose & Values Workshop
- A&S Sophomore Series
- Leadership Development Cohorts
- Open Access Workshops
- Individualized Coaching
- Leadership Journey Lunches
- Experiential Learning Programs
- Leadership Development Badge



LEADERSHIP DEVELOPMENT **BADGE**



Brought to you by:
Bauer Leaders Academy and Campus Life



Self-paced leadership development program designed to give students the opportunity to enhance leadership skills, knowledge, and application by participating in a variety of leadership development offerings.

- Attend **three** leadership workshops
- Participate in **three** 1:1 Coaching sessions
- Complete **one** Experiential Pathway



Leadership Development Badge

Why Participate?

- Build essential leadership skills such as communication, decision-making, problem-solving, and more!
- Gain valuable skills that will make you marketable to future employers
- Develop greater self-awareness and confidence in your abilities
- Become better prepared to take on leadership roles here at WashU



Students who participate receive

- LinkedIn Leadership Development Badge
- Bauer Leaders Academy Graduation Cord
- Invitation to the Spring Excellence in Leadership Award ceremony
- Certificate of Completion



For More Information

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Social Media

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Instagram: [washubla](#)

