



JMU Student Leadership Center

Placement Description

Dux is Latin for “leadership”. We strive to be the premier source of assistance to students wanting to develop leadership abilities. We offer workshops, conferences, books, video equipment, consulting assistance, and partnerships to further the development of leadership skills in any way possible. We want students to have the desire to grow, lead, and inspire.

Field Placement Responsibilities/Opportunities

- Assistance with departmental/instructional research related to leadership practices, growth mindset, and personal growth
- Assist in efforts for recognition of leadership offerings around campus (marketing and branding)
- Assist with functions related to Dux Leadership Center administration
- Development and presentation of programs related to leadership within specific identities
- Development and presentation of outreach opportunities with university support services and department
- Assist in implementation of leadership conferences

Contact Information

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Read about students’ experiences at this site below:



Fall 2022 – Anoushka Verma

First and foremost, I would like to start off with how unique the Student Leadership Center site is. This past fall semester, the SLC has proved to become one of my favorite reasons to be at JMU. The Vision and Mission statement play a vital role in the workings of the center. The Vision statement reads, ‘Students leading change. Better you. Better lives. Better world.’ The leaders of tomorrow are the JMU student body, the students who tap into their leadership abilities and skills to hone them and become leaders. The Mission statement reads, ‘Helping all students become better leaders.’ as suggested in the name, by students for students. This does not mean it is limited to just students, but the services are extended to anyone at JMU including faculty and staff. There are numerous programs offered by the SLC that help individuals hone these skills. Namely, MYMOM, Leadership in Action, Strengths coaching, and D.I.S.C. assessment.

Make Your Mark On My Madison, is a 10 week leadership Program, which is spearheaded by Gabriel Driver (Coordinator for Leader Development Experiences). The program consists of Student Directors, Leadership Counselors and participants, comprised by the student body. The program starts in the Spring semester where Student directors look for LCs to train them and facilitate group conversations. The topics can range from empathy v. sympathy to how to hold difficult conversations, etc. In the following fall semester, LC’s and Student directors promote the program to get participants for the Spring semester. In the spring, the student directors get speakers to come in (involves faculty from different parts of JMU community such as COB professors, Clinicians from Counseling Center, Tim Miller, etc). ‘Leadership In Action’ is another program offered by the center which focuses on broadening leadership skills through workshops and coaching sessions. It involves goal setting, talking about the challenges they face and their achievements as students in a leadership position. Each workshop lasts 90 minutes, in total there are 6. Coaching is another important service, specifically strengths coaching. The main tool used for these sessions is the CliftonStrengths assessment, which is available to students with a code provided by the center. The coaching sessions only last 45 mins. The Clifton strengths assessment is a business tool used to help employees, in this case students to actualize their strengths in chronological order. After taking the assessment there will be three coaching sessions specifically called naming, aiming, and claiming. There are 34 themes in total that help employees maximize their work potential. The report from the assessment helps actualize strengths. Another tool used is the D.I.S.C assessment which unlike Clifton focuses on prediction of job performance. It is categorized as a behavioral self-assessment. Lastly, in the near future another service will be wellness workshops.

This brings me to my contribution project which is based on the ideas of my predecessor but will be implemented in a slightly different manner. I have worked towards creating a workshop based on the five well-being elements which include career, social, physical, financial, and community. These elements focus on maintaining a work-life balance which encompasses interpersonal relationships with other people as well as one’s own relationship with themselves. The workshop is an initiative to connect well-being in a more positive light with our own unique



strengths as identified by the Clifton Strengths assessment. This is done by highlighting one's natural talents that make up their top 5 strengths in order to achieve goals in their own efficient and unique way. The last step of the workshop will be to provide students with an invitation to complete the assessment through the Student Leadership Center.

Over the duration of the semester, I have taken numerous steps to attain the knowledge in order to understand the concepts that will be applied in the workshop. This includes having taken the Clifton Strengths assessment myself and reading *Well Being: The Five Essential Elements* by Tom Rath and Jim Harter for the foundation of the well-being elements. As well as collaborating with the LEAD team at the leadership center in order to brainstorm potential activities that can be used in the workshop. In order to bring the ideas to fruition, I reached out to Kywn Riley, Coordinator for Cultural and Affinity Spaces at the Center of Multicultural Student Services at JMU. CMSS has numerous student-led organizations under them, which makes them the perfect audience for this workshop. At the start of next semester, I am grateful to have the opportunity to conduct the workshop at CMSS with its student leaders.

That being said, I think anybody who has a tough time with self-management and time management or utilizing available resources might feel challenged at the site. This specifically ties in with the leadership-to-leadership style that SLC uses for anyone associated within the organization. The leadership-to-leadership style is basically being independent with your tasks and getting them done on time. Essentially there won't be this "figure head" breathing down your neck to make you do your task in a certain way or at a certain time. One is allowed to delegate their duties to themselves and give a set deadline. This deadline just needs to work in accordance to the rest of the organization or the bigger goal that the team might be working towards at that time. On the flip side, being able to hone your time-management skills in this setting will be advantageous to you in the future be it your current degree, career, or further studies like a masters, a PhD, etc.

Psychology is an overarching subject that plays a role in everything and anything we are surrounded by. Especially in the case of communication and our own ability to understand the world around us. It is fairly easy to take the learnings from your other classes and apply them to your site. For my specific case, it is the ability to present in front of an audience, and most importantly, having prior knowledge on how assessments of different kinds work, specifically behavior assessments. Not to mention, how learning about the Clifton Strengths assessment has helped me navigate certain questions in interviews. By the sheer mention of it in my resume, interviewees have seen as additional strength that I bring to the table.

I highly recommend considering the SLC as your site. You are bound to meet like-minded people with a thirst for curiosity and people who love to put their words into action. Overall, an incredible environment to learn and grow in, with new ideas around every corner. With a great supervisor like Michael McCleve, you have a guiding hand yet complete freedom in how you want to spend your time there. There are not enough words to describe how rewarding being at this site makes you feel.

Spring 2022 – Nathan Spiers



Throughout my time in Field Placement over the last semester, I was located at the Student Leadership Center. I had not had much exposure to this organization prior to taking on the internship here and I was hesitant towards how much I would like it, but I now come out of the experience being very thankful I got placed here. This relatively new organization landed on campus about ten years ago and places its focus upon providing inclusive spaces focused on the development of leadership skills and one's own unique strengths. This is done through programs such as Everyone Can Lead, Leadership in Action, and MYMOM.

"Everyone Can Lead" is an introductory program for those who feel inadequate to lead or those who have the drive to want to lead. Everyone is capable of taking on the task. "Leadership in Action" is intended for students who might have already accepted a leadership position, but still want to develop their skills further to become the best leader possible. Finally, MYMOM is a program designed mainly for first- and second-year students looking to get involved on campus while also bettering themselves in respect to leadership development. On top of these, students on the LEAD team are always attempting to develop and implement innovative programs.

These students that make up the staff of the LEAD team I saw as extremely outgoing by always brainstorming new ideas for programs or creating ways to make existing programs better. This creates a super upbeat environment allowing others to constantly push each other to achieve their goals. This freedom to create and develop your own ideas with unmatched autonomy is a breath of fresh air compared to different organization styles I have ran into during other internships or jobs. This is partly due to how the supervisor of the SLC, Michael McCleve has set up the organization with "intent-based leadership."

This concept of intent-based leadership style is meant to give more autonomy to those who are not in high up positions of the organization. For example, the supervisor of the SLC gives the LEAD team staff the power to create their own programs allowing them to exercise their own autonomy and bring their own ideas to fruition. This makes the work you have to do much more fulfilling than how the work may be if the SLC had a traditional top-down organization structure that requires the supervisor to just assign work and different projects that the staff have no say in. An intent-based leadership style helps to prevent a feeling of "resigned acceptance" that is all too common in nearly all organizations.

This brand-new organizational structure was unlike anything I had experienced up to this point and really gave me the chance to begin to create my contribution project how I saw fit. For my contribution project, I chose to create a workshop as a Health 100 passport event designed around helping students in this class derive wellness for their own lives through placing a focus on their own unique strengths and developing those to a point where they can truly flourish in whatever they get into in the near future.

Though I didn't make as much progress on the workshop as I wanted to when originally coming to work at the SLC, the opportunity itself was incredibly valuable due to the autonomy I was able to exercise when deciding what material to include, what to cut, and how to engage the students attending as to make the time in the workshop as beneficial as possible. On top of exposing the students to brand new ideas, exposing students to the SLC as a whole is equally important.

Unfortunately, since the SLC is new, the programs it offers and the amount of engagement it receives from students across campus is not nearly to the degree staff at the SLC



hope for. Since attending passport events for Health 100 is a requirement, it will expose all sorts of new people to the concepts, ideas, and programs provided. In the long term, hopefully students will begin to trickle in more and more to different programs offered by the SLC allowing the ideas and efforts put in by the staff to truly be recognized to the degree they deserve. Similar to this, there seems to be a strong drive in the SLC to actually follow through on concepts and ideas that are brought up. More often than not, it can be easy to create ideas or programs without actually bringing them to fruition. Despite this reality, the SLC makes constant efforts to complete goals rather than just pushing it under the rug after reveling in the success only creating an idea.

If the SLC doesn't initially jump out to you as somewhere you might be interested in working, I highly suggest giving it further consideration. From the people you'll be working with to the information and work you'll be involved in, it is an all around incredible learning experience. The information surrounding both strengths and wellness is incredibly beneficial throughout many facets of life and will help your growth as a professional. Even if you're worried about the structure of the organization in that you have too much autonomy, this is not the case either. Your potential supervisor, Michael McCleve is an incredible resource to lean on and learn from. The staff will also be quick to include you and support anything you choose to dive into. I cannot recommend this site enough.

Spring 2021 – Becky DeVille

The JMU Student Leadership Center (SLC) is an office on-campus dedicated to helping students develop into stronger, more effective leaders. They offer many leadership development programs on campus, including MYMOM, Everyone Can Lead, Strengths Coaching, Leadership in Action, and many others. Additionally, they provide many resources for students, staff, and organizations on campus who are looking to enhance the development of leadership on campus, including online databases, partnerships, consultation, physical equipment, and leadership trainings. The mission of the SLC is to develop the desire to grow, lead, and inspire within JMU students. Staff at the SLC consists of two coordinators, Michael McCleve (the one and only AND the founder of the SLC!) and Carson Lonett, as well as graduate assistants, and several undergraduate student team members.

The opportunities at the SLC are truly endless. The SLC operates on a leader-leader model of functioning, in which delegation of tasks is almost non-existent. Instead, each individual in the SLC is seen as an equal, and as such, they are able to initiate the tasks that they would like to pursue/what interests them the most with guidance and assistance from supervisors only when necessary. This allows for the Field Placement experience here to be extremely self-directed, and it can be shaped into whatever you are looking for. Some opportunities that I was able to pursue at the SLC included re-evaluating and updating content on the website, assisting in marketing and implementation of the Everyone Can Lead program for developing leaders, participating in and becoming trained in Strengths Coaching, working to design a short video series on leadership, and also resurrecting a podcast video series, #IMadeMyMark, which highlights the experiences and impacts of JMU seniors. However, everyone's experience within



the SLC will differ, and is not limited to the programs that I participated in, as everyone has different interests, abilities, and things that they can contribute! Whenever I was struggling to find something to engage in, Mr. McCleve was also extremely helpful in finding directions that best suited me.

Overall, the SLC is a hidden gem on campus (or, at least it was for me). Though I was nervous because it was not my initial choice for a Field Placement site, my time spent there quickly became the highlight of my semester! A major advantage to working in the SLC is that it is a fully adaptable experience that is able to shift based upon individual interests, wants, and needs. Additionally, the staff at the SLC are such uplifting, creative, and driven people. They are very passionate about spreading awareness of the SLC, as well as developing everyone into the best possible leader and version of themselves they can be. It is great to get to know the other staff while sitting and working in the office and through weekly staff meetings. Mr. McCleve is also an incredible resource, as he is easy to talk to and extremely knowledgeable about all things leadership (and life). There is a heavy emphasis on Strengths Psychology as it relates to leadership within the SLC, which can be an advantage for those looking to work in a counseling-related field. Finally, since the SLC is located on campus, in Madison Union, it is extremely accessible and easy to plan when you will be in the office getting hours around your class schedule and other commitments.

The biggest takeaway that I have gained from working in the SLC is becoming much more self-motivated, which will apply in all aspects of my future endeavors. It was difficult and frustrating to adapt to the leader-leader style of leadership at first (which could be considered a disadvantage), because every other job or organization that I have been involved in has had a top-down structure, in which I was told which tasks to complete and when. However, in the leader-leader style of working, I found it to be so much more rewarding when I accomplished tasks, because I felt like they were things that really mattered to me or that I was excited about producing a final product for. In the future, I will definitely take with me the attitude of doing things for me, as well as not having the fear to take initiative on projects or changes that I would like to see implemented. Additionally, I will be able to uplift others as leaders by assisting them in using their talents and strengths, listening to their stories, and allowing them to pursue their passions, rather than dictating tasks to them if I am ever in a leadership role.

Overall, the JMU Student Leadership Center is a fantastic Field Placement site, especially for those who would like to challenge themselves to become a better leader, as well as a better version of themselves. It allows for personal growth, decision making tailored to one's own interests, and has an incredible staff of people who will support you along the way!

Fall 2020– Hayley Kell

I chose to complete my Fieldwork experience at the Student Leadership Center, formerly known as the Dux Leadership Center, at JMU. This Center, located inside Madison Union, strives to provide the JMU community with resources and programs that allow growth and education about leadership skills. Their mission for 2020 is “Through virtual presentations, 1:1 personalized coaching, or customized leadership programs, the Student Leadership Center is here



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to help students develop their skills to be more confident leaders.” The Center is a mix of professional and student staff, with a majority being students. Their programs are usually one-on-one workshops to help you gain leadership skills and a better understanding of yourself so you can be a better person and a better leader. The resources consist of books, videos, employee consultants, and programs. Currently, they provide Strengths Coaching, Leadership Coaching, Conversation Coaching, Make your Mark on Madison (MYMOM), and Everyone Can Lead program. All “coaching” programs are one-on-one with a LEAD consultant. Strengths Coaching helps you to learn about your personal traits and to be a better version of yourself, Leadership Coaching helps you build on your leadership skills while learning about resources, and Conversation Coaching helps you tackle difficult conversations and how you should go about them. The longer programs are MYMOM and Everyone Can Lead. For Make Your Mark on Madison, you work with a group for the semester to create a difference on campus while learning about your leadership skills and how to effectively work with others to create change. Finally, the Everyone Can Lead program allows you to explore leadership styles both within a traditional leadership role and in everyday life. I was lucky enough to experience the Strengths Coaching, Leadership Coaching, and Everyone Can Lead program for emerging leaders first-hand.

During my time at the Student Leadership Center (SLC), I was offered a lot of autonomy to create and produce new projects. I helped with the Center’s administration work, created new resources, produced and edited presentations, took part in multiple program opportunities, provided feedback on projects, worked on a task force, and assisted with outreach programming and strategies. The staff at SLC wants you to take advantage of what they have to offer so I suggest you do. Before I began working at SLC, I was asked about my interests and then given a rundown of the Center. From there, I was asked about what I would like to work on or what I thought might be the best use of my time. I expressed asked to participate in any areas of the office I can so I could learn a little bit about everything. The Center’s care for me and my interests made the experience feel less like work and since my interests are in teen mental health and leadership abilities, I was given the opportunity to involve myself in the programs and worked less on administrative tasks.

You must go through training to facilitate and consult on the one-on-one programs therefore I did not host a coaching session. However, I did get to participate in a workshop for myself where I gained a lot of critical information about my personal leadership style and skills. With each project, I collaborated with a new member of the staff or a team of people which helped me learn more about the SLC staff and get to know them better in addition to working with them. Weekly staff meetings kept us in the loop of the other peoples’ work and ongoing programs which allowed us to offer our insight, edits, or an extra hand. I also completed tasks on my own, which mostly consisted of research for either my own interest and education or for information regarding a project. This especially applied to my work with the new Social Justice Initiative Task Force where I would research on my own and then collaborate and discuss it with the task force to help build and generate the new mission of this committee. I also had a weekly meeting with my supervisor. He does this with all the staff, so you have designated time to catch him up on your work, ask questions, and pitch ideas. Because most of the work is being done by trained staff, I would be brought on as an extra set of hands or a fresh pair of eyes. You will not



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be assigned anything, in particular, so you need to volunteer to help or express interest in ongoing or upcoming programs to get in your 80 hours.

I enjoyed the workplace atmosphere a lot. Even though all my work was done remotely, there is always an opportunity for collaboration and innovation, but any work can also be done alone. The Student Leadership Center strives to create and foster intent-based leadership which, in its simplest form, means allowing people to lead themselves and others without giving them explicit instructions to do so. This requires knowing the ins and outs of the office in order to take the responsibility for your work while allowing input from others to help you succeed. The office has a great balance of personal and professional interactions and working with peers was a huge bonus for me. I enjoy working with students my own age and because the Center is meant for students, it puts SLC at an advantage to have student staff providing and creating these programs, projects, and resources. They are connected to students through their work. In addition, the push to promote intent-based leadership allows a harmonious work environment where you can contribute on all levels and collaborate to take projects to the next step. I learned more about myself and my leadership skills and styles than I did about working in a professional environment. So, I took a lot with me after my time at the Center, but I did not gain what I believe is a common workplace experience because of the extreme independence and peer collaboration. This may be due to my idea of a corporate environment, which does not apply to the Student Leadership Center – they are far from corporate life in the best way. Overall, I thoroughly enjoyed my time at the Student Leadership Center and I highly recommend considering them as a fieldwork placement.