

Simmons Leadership Philosophy:

At Simmons University, we understand that all students have the ability to lead effectively in their careers, communities, and personal lives. We believe that leading is a set of behaviors that enable individuals to be their best selves and utilize their individual strengths and passions to drive meaningful change. Rather than a traditional top-down approach, we know that the foundation of leadership today is built on inclusivity, respect, and collaboration. Effective leadership is “everyday leadership” – and that it can come from anyone and from anywhere. At Simmons, we prepare students to serve as positive change agents by developing their capacity to lead within academic settings, co-curricular opportunities, internships, and employment, and wherever they choose to intentionally engage with others in building community. Simmons leaders embrace a life of learning and service, and they work to achieve goals that ultimately create a better world.

Essential Leadership Capacities:

At Simmons, opportunities to develop the capacity to lead are arranged along four levels of focus regarding the specific aspects of leadership:

1. A Personal level
2. An Interpersonal level
3. A Team/Organization level
4. A Society/Community level

Within the **Personal** level, students learn how to lead effectively through developing these capacities:

- *Knowledge of self* – one’s strengths, interests, and areas for growth.
- *Self-management* – developing personal goals and plans for achieving them.
- *Integrity* – knowledge of what is “right” and discipline to act with character.
- *Inclusivity* – openness to others, especially who are different from oneself.

Within the **Interpersonal** level, students learn how to lead effectively through developing these capacities:

- *Relationship management* – ability to connect with and sustain relationships with others.
- *Communication* – share personal perspectives while balancing the need to be understood with the need to understand.
- *Empathy* – understanding the feelings of others.

Within the **Team/Organizational** level, students learn how to lead effectively through developing these capacities:

- *Group dynamics* – recognition of relationships within groups and how to manage them.
- *Project management* – advancing group goals in organized and efficient ways.
- *Change management* – strategic and innovative organizational thinking.
- *Cultural competency* – developing productive and authentic relationships with people outside one’s cultural groups.

Within the **Society/Community** level, students learn how to lead effectively through developing these capacities:

- *Service orientation* – perspective to serve others to create a better world.
- *Social justice* – striving to reduce economic, social, and political inequity.
- *Sustainability* – considering impacts of actions on human and environmental conditions.