GREETINGS HUSKIE LEADERS!

It’s hard to believe that the spring semester is already underway! We hope your semester is off to a good start and that your break proved to be relaxing, fun and rejuvenating!

Our Leadership team has been busier than ever! This academic year, we have had numerous students join the Leadership Academy – to date, we have a whopping total of 170 students in the Leadership Academy! This semester, we plan to offer a variety of workshops to meet the needs of these students and students beyond the Academy. While we will continue to implement our Leadership 101 workshop and General Meetings, we will also offer leadership workshop topics such as True Colors Leadership Styles Assessment, Sitting is the New Smoking, and Values Clarification.

Within this eNewsletter, you will have the opportunity to learn more about negotiation and managing conflict, soft skills that employers seek when hiring, applying for our Kevin D. Knight leadership awards, and much more. You will also be able to learn more about our featured student leader and organization in our spotlight section.

If you have any questions about your leadership journey, don’t hesitate to contact us at leadership@niu.edu or 815-753-6707. Please stop in and see us in room 150 of the Campus Life Building. We look forward to working with you!

Happy reading!

Leadership & Student Organizational Services Staff
KEVIN D. KNIGHT
LEADERSHIP AWARDS

ARE YOU AN INVOLVED STUDENT ON CAMPUS?

Have you been active and intentional about building your leadership skills?
If so, consider applying for a Kevin D. Knight Leadership Award!

Student Involvement & Leadership Development (SILD) is offering students the opportunity to be recognized for all they do as leaders on NIU’s campus. All Leadership Award winners will be formally recognized at the Kevin D. Knight Leadership Awards Ceremony on Sunday, April 30, 2017.

Application information and links can be found at leadershipawards.niu.edu

APPLICATION DEADLINE:
MONDAY, FEBRUARY 13, 2017 at 11:45 p.m.
Hostage Negotiation: 
Dealing with Uncooperative

We’ve all been in situations where the other party becomes stubborn, making it difficult to get someone to see our point of view. A lot of times we become stubborn ourselves and approach conflict head on, forgetting about the emotional aspect. We skip the first three steps of the Behavioral Change Model and go right to influence and expect an immediate change of behavior. By taking emotions fully into account, we can learn how to effectively handle conflict. Here are five steps we can learn from FBI hostage negotiators to apply to any form of disagreement.

**Active Listening** - Many times we find ourselves thinking about our argument while the other person is speaking. Instead, silence that voice in your head. Be open minded and listen to their side. Let them know they are being listened to with simple body language signals such as nodding your head, and saying comments like “Yes” “O.K.” “I see” or “Uh-huh.” Don’t interrupt, disagree, or evaluate – simply listen.

**Empathy** - Understand where they’re coming from and how they feel. Paraphrase what they just said and use their frame of reference. Using the last word or phrase, restate what they just shared to show that you understand.

**Rapport** – To build rapport is to build trust. In order to gain someone’s trust, demonstrate that you understand their feelings. Don’t comment on the validity of the feelings but show that you understand by attaching a feeling word to what they just described. Saying phrases like “You feel frustrated” or “That made you sad” suggests that you understand.

**Influence** – Solutions to a problem can only be recommended once trust has been gained. In order to resolve conflict, ask open ended questions and use effective pauses. This shows you’ve been paying attention and helps to move the discussion forward in order to allow them to open up.

**Behavioral Change** – Once someone has opened up, they are more likely to change their behaviors and surrender to the conflict.

If you’re interested in learning more about hostage negotiation technique to help you to deal with conflict check out the book *Never Split the Difference* by Chris Voss and Tahl Raz.
Student Organization Spotlight

Collegiate Association of Unreasonable Social Entrepreneurs

What’s Your CAUSE?

Collegiate Association of Unreasonable Social Entrepreneurs, also known as CAUSE, is a student run Social Entrepreneurship organization dedicated to educate themselves and others about social entrepreneurship, motivate others to engage in the social space, and network with those interested and engaged in the social space. In order to achieve their goals, CAUSE runs a volunteer based pizza sale every Thursday in Barsema Hall that has raised over $10,000 in donations, hosts social entrepreneur speakers, puts together the Social Impact Summit in the spring, and creates service event opportunities for its students.

When: Every Wednesday from 5:00 - 6:00 pm
Where: Barsema Hall

For more information, contact Joe Wolnik at jwolnik@niu.edu

“Why Unreasonable? George Shaw, said it best: “The reasonable man adapts himself to the world; the unreasonable one persists in trying to adapt the world to himself. Therefore, all progress depends on the unreasonable man.”
How do your values influence you as a leader?

My most valuable and prized possessions that I hold dear to my heart are my family, relationship with my boyfriend, desire to succeed, and becoming the best mother/role model to my child I will be having this summer. My wonderful family and amazing boyfriend influence me as a leader by pushing me to my limits, helping me believe in myself and helping me achieve every goal I set for myself. I strive to succeed in everything I do which also helps me with being a leader because of the good example I set to guide others to their success. Being a role model and soon to be mother influences me because I want my child to be exposed to these skills early on in hopes of that they can achieve the same, if not even more goals, they have set for themself. I will be the best mentor to my child right at home.

How has being involved enhance your experience at NIU?

My freshman year of college I wasn't involved at NIU as much as I anticipated to be. However, I was in a club called SHAC (Student Health Advisory Council) and volunteered at the annual STEM Fest. Because of these experiences, I knew I wanted to expand my horizons and look for other ways to get involved on campus. Now, I am very involved on campus, and I have gained a new perspective on college life, networked with students and faulty and met inspiring people throughout these many years of experience at NIU.

What has been your favorite experience so far at NIU?

Because I come from a hometown that is in lower poverty and has lower education funds, I had limited opportunities to network. My favorite experience so far at NIU is the huge networking opportunities that are available to me as well as meeting new people that I can relate to, grow with, learn with and get inspired from. I also enjoy networking with faculty on campus that I can learn from and be guided by for near future success.

What are some recommendations you have for students as it relates to leadership and campus/community involvement?

Always try and go for what you want. Fear holds a lot of people back from accomplishing their goals. Most of the times you need to interview and speak in a crowd if you want to uphold a leadership position in a organization, workforce, etc. Never doubt yourself, always believe in yourself.

Clubs and Activities:

NIU Cares Day | Leadership Academy | Student Health Advisory Council Health House Ambassador | STEM Fest | De Mujer a Mujer Public Relations/President/Student Coordinator
NIU Cares Day is a day when students, faculty, and staff come together to show their appreciation to the City of DeKalb by taking on various service events in the community.

The 11th Annual NIU Cares Day will take place on Saturday, April 22, 2017. NIU volunteers travel to locations around DeKalb County to spend the day planting, painting, cleaning, sorting, assisting with events, and various other tasks as needed by not-for-profit organizations and community agencies.

This is a huge campus event which generally gathers more than 1000 NIU volunteers. NIU Cares Day is a great opportunity for students to not only get involved on campus, but the event also gives students an opportunity to learn more about their community.

Some organizations that NIU has cared for in past years include:

- Salvation Army
- YMCA
- DeKalb Park District
- St. Jude’s Research Hospital

For more information visit http://niucaresday.niu.edu.

“Alone we can do so little; together we can do so much.”

- Helen Keller
1. **Communication**

As a leader, you need to be able to clearly and succinctly explain to others everything from organizational goals to specific tasks. Leaders must master all forms of communication, including one-on-one, small group, and large group conversations, as well as communication via the phone, email, and social media. A large part of communication involves listening. Therefore, leaders should establish a steady flow of communication between themselves and their team members, either through an open-door policy or regular conversations with co-workers. Leaders should make themselves regularly available to discuss issues and concerns with others.

2. **Motivation**

Leaders need to inspire others to go the extra mile for their organization. There are a number of ways to motivate others: you may build people’s self-esteem through recognition and rewards, or by giving them new responsibilities to increase their investment in the organization. You must learn what motivators work best for you team members to encourage productivity and passion.

3. **Delegating**

Leaders who try to take on too many tasks by themselves will struggle to get anything done. These leaders often fear that delegating tasks is a sign of weakness, when in fact it is a sign of a strong leader. Therefore, you need to identify the skills of each of your team members, and assign duties to each individual based on their skill set. By delegating tasks to others, you can focus on other tasks.

4. **Positivity**

A positive attitude can go a long way. You should be able to laugh at yourself when something doesn't go quite as planned; this helps create a happy and healthy work environment, even during busy, stressful periods. Simple acts like asking others about their vacation plans will develop a positive atmosphere in the office, and raise morale among staff members. If people feel that they work in a positive environment, they will be more likely to want to be at work, and will therefore be more willing to put in the long hours when needed.
5. Trustworthiness

People need to be able to feel comfortable coming to their leader with questions and concerns. It is important for you to demonstrate your integrity—people will only trust leaders they respect. By being open and honest, you will encourage the same sort of honesty in your team members.

6. Creativity

As a leader, you have to make a number of decisions that do not have a clear answer; you therefore need to be able to think outside of the box. Learning to try nontraditional solutions, or approaching problems in nontraditional ways, will help you to solve an otherwise unsolvable problem. Most employees will also be impressed and inspired by a leader who doesn't always choose the safe, conventional path.

7. Feedback

Leaders should constantly look for opportunities to deliver useful information to team members about their performance. However, there is a fine line between offering employees advice and assistance, and micromanaging. By teaching employees how to improve their work and make their own decisions, you will feel more confident delegating tasks to your staff.

8. Responsibility

A leader is responsible for both the successes and failures of his or her team. Therefore, you need to be willing to accept blame when something does not go correctly. If your employees see their leader pointing fingers and blaming others, they will lose respect for you. Accept mistakes and failures, and then devise clear solutions for improvement.

9. Commitment

It is important for leaders to follow through with what they agree to do. You should be willing to put in the extra hours to complete an assignment; employees will see this commitment and follow your example. Similarly, when you promise your staff a reward, such as an office party, you should always follow through. A leader cannot expect employees to commit to their job and their tasks if he or she cannot do the same.

10. Flexibility

Mishaps and last-minute changes always occur at work. Leaders need to be flexible, accepting whatever changes come their way. Employees will appreciate your ability to accept changes in stride and creatively problem-solve.

-Alison Doyle, June 8, 2016, The Balance

“Your smile is your logo, your personality is your business card, how you leave others feeling after having an experience with you becomes your trademark.” - Jay Danzie
The Huskie Food Pantry is now open!

Every Thursday 5:30 - 7:30 p.m.

go.niu.edu/foodpantry

Eligibility Requirements:
Currently enrolled NIU students who do not have an NIU meal plan are eligible to use the Huskie Food Pantry. Students must also bring their NIU OneCard to gain access during pantry nights.

For questions please call (815) 753-1421 or e-mail communityservice@niu.edu

Huskie Food Pantry

Northern Illinois University is an equal opportunity/affirmative action institution. Printed by authority of the State of Illinois,/UIUC

STU INV & LEAD DEV
MAY 11 2017 10638
VOID AFTER POSTER LOG#
Each semester, Student Involvement and Leadership Development (SILD) hosts workshops on leadership development through their Leadership Academy. The workshops below offer students the opportunity to learn more about leadership and understand how to apply leadership skills in the real world. During these workshops, students will also have an opportunity to learn more about SILD’s Leadership Academy, including the Leadership Academy requirements and application process.

**LEADERSHIP 101**  
Wednesday, February 1  
3:00 p.m.

**TRUE COLORS**  
Thursday, February 16  
12:00 p.m. & 3:00 p.m.

**LEADERSHIP ACADEMY GENERAL MEETING**  
Wednesday, March 8  
2:00 p.m.

**LEADERSHIP 101**  
Tuesday, April 4  
1:00 p.m.

**VALUES CLARIFICATION**  
Wednesday, April 19  
12:00 p.m. and 3:00 p.m.

**LEADERSHIP ACADEMY GENERAL MEETING**  
Monday, February 6  
1:00 p.m.

**LEADERSHIP 101**  
Monday, February 27  
1:00 p.m.

**SITTING IS THE NEW SMOKING**  
Tuesday, March 28  
12:00 p.m. & 3:00 p.m.

**LEADERSHIP ACADEMY GENERAL MEETING**  
Monday, April 10  
3:00 p.m.

All workshops are located in the Campus Life Building (CLB) Room 100.

Questions? Contact Leadership and Student Organizational Services at leadership@niu.edu or 815-753-6707.
JILL ZAMBITO
Director
Phone: 815-753-6707
Email: zambito@niu.edu

Jill Zambito is the Director of Student Involvement & Leadership Development. She has proudly served in this role since May 2011. Jill is a doctoral student in NIU’s Adult & Higher Education program and she has a Master of Science in Education from Colorado State University.

Her professional interests include student involvement, leadership, student centers, and non-traditional student support services. She is excited to be working with leadership programs within SILD.

MARY KATE OLOFSON
Graduate Assistant
Phone: 815-753-6595
Email: molofson1@niu.edu

Mary Kate Olofson is the Graduate Assistant for Leadership & Student Organizational Services. She has been in the role since July 2015.

Mary Kate previously attended the University of Illinois at Urbana-Champaign where she studied Psychology and Spanish and worked as a Counseling Center Paraprofessional and Resident Advisor.

Mary Kate is in her second year in the College of Education’s Counseling Program and aspires to have a career in school counseling upon graduation.