

Evaluating Leadership Development at CMC

The Kravis Leadership Institute (KLI) has developed research and evaluation approaches to measure Claremont McKenna College (CMC) students' development in leadership skills and competencies.

KLI Competency Model

The KLI Leadership Competency Model describes the knowledge and competencies that KLI programs and activities develop in CMC students. Within each area are knowledge and competencies that are essential to exercising leadership in all environments and settings.



Undergraduate Leadership Education Study

Since 2006, the KLI's Undergraduate Leadership Education (ULE) Study aims to establish an ongoing assessment of the long-term impact of leadership development and training at CMC.

Some previous findings:

- April 2012: Students who completed at least 1 leadership course at CMC had 1) significantly higher motivation to lead, 2) greater sense of leadership and developmental self-efficacy, and 3) more optimism. These students demonstrated higher levels of positive and effective leadership.

- October 2010: Seniors (class of 2009 and 2010) who completed 2 or more leadership studies courses participated in significantly more leadership activities in college and exhibited higher levels of leadership characteristics.

Past Program Evaluations

Sophomore Leadership Experience



SLE participants experienced growth in their...

- networking and relationship building skills
- awareness of self

Leadership Studies Sequence



LSS graduates gained...

- leadership confidence and skills
- knowledge of others' effectiveness as leaders
- a foundation for their career and made them a better leaders

Yonsei-CMC Summer Program



Yonsei-CMC students developed their...

- cross-cultural leadership knowledge, skills, and abilities
- practice of leadership from a global perspective

These results have helped KLI evaluate current programs and establish new programs to better suit CMC students' leadership presence both on campus and beyond.

For more information about our research, please contact:
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 **KRAVIS LEADERSHIP INSTITUTE**
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