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PROPOSAL FOR CONSIDERATION BY FACULTY ASSEMBLY

HOLISTIC SYSTEMS LEADERSHIP PROGRAM

The proposed **Holistic Systems Leadership Program (HSLP)**, sponsored by the Holistic Counseling Program, focuses on creating humane and harmonious working environments that will enable people to reach their full potential. This goal is in keeping with the mission of Salve Regina University and its Graduate Program in Holistic Counseling. Salve Regina University is committed to working for a world that is harmonious, just and free.

The Holistic Counseling Program, envisions achieving the University's mission and goal by further integrating our Helix Model (see enclosed) developed in the mid-nineties on several levels that:

- facilitate individual personal growth;
- teach one-to-one counseling skills;
- teach consultation skills to small systems such as families and small organizations;
- train leaders to work within and consult to large diverse organizations
- facilitate work on a global level to achieve universal healing and peace among nations.

Rationale

The complex crises of our times cannot be solved by the same level of thinking that caused the crises in the first place. Visionary trans-disciplinary thinking and new tools are urgently needed to help facilitate human and planetary change and to enhance interdependent cooperative action. Over the past fifty years we have seen a revolution across disciplines as diverse as physics, economics and human relations in understanding the interrelatedness of elements in complex systems.

It is apparent across the helping professions that training students to work professionally with clients one-on-one is incomplete unless we teach clients to apply their learning to complex systems, be they families, businesses, government, etc. Effecting long-lasting gains requires addressing problems on both the individual and systems levels.

The Holistic Systems Leadership Program (HSLP) will be particularly concerned with training students to work professionally across the entire gamut of complex human organizations, teaching them to facilitate optimal functioning to promote the health and well-being of people.

Holistic Systems Leadership will be compatible with most existing graduate programs within Salve. As a 12 credit module it possesses the virtue of portability; it can be incorporated into other graduate programs interested in developing leadership training for their students. At the October 20 graduate council meeting, where the proposal was

passed unanimously, several graduate directors expressed the desire to see how the leadership module could be linked with their own programs.

Program Structure

Master of Arts in Holistic Systems Leadership:

The ***Holistic Systems Leadership Program*** builds upon the courses already in place in the Holistic Counseling Program that facilitate personal growth, teach one-to-one, group and family counseling, and organizational consulting skills. In keeping with our integrated helix model, these courses provide the essential foundation for the additional skills required to work with complex human systems.

Graduate students interested in specializing in Holistic Systems Leadership, rather than counseling, would be required to take a 36 credit core that includes courses now required for the MA in Holistic Counseling as well as HLC586 Consulting with Systems (currently an elective). They would not be required to do the 300 hour counseling internship or the two internship seminars (HLC 570 or 571). After completion of all required courses toward the Holistic Counseling MA, except those just listed, a student would then take the 4 three-credit courses outlined below to complete a 48 credit Masters in Holistic Systems Leadership.

Certificate of Advanced Graduate Study in Holistic Systems Leadership:

The same four courses could also be taken as part of a CAGS in Holistic Systems Leadership by students who have already earned the MA in Holistic Counseling, or as a Graduate Certificate Program for those who have a masters in another related discipline.

Implementation

We propose to finalize development of the program in the fall (2006), design and develop the first two courses in the spring (2007), advertise and market it in the spring (2007), and begin to implement it in the fall (2007).

Prerequisites:

- All required course and 3 credits of electives from Salve University's undergraduate and graduate programs. toward the Holistic Counseling MA (minus HLC 513, 570, 571)
- HLC 586

Proposed Courses:

Course No. 1 (HLC520)*: Leading Holistically

This course will present an integrated model of holistic leadership.

The course will give students:

- Integral model for leading holistically
- Understanding and overview of seminal leadership theories, paradigms, and constructs
- Basic aspects of leadership
- Opportunity to develop a personal theory of leadership
- Strategic application to a student's spheres of influence, related systems, and workplaces

Prerequisites: HLC 504, 508, 586, 513, 573

Course No. 2 (HLC521)*: System Change and Transformation Processes

This course will provide students with background information, current theories, and practical applications concerning the technology of change, phases of the change process, and the implementation of change. It will also provide students with an overview of complex system thinking and skill-building.

The course will address:

- Overview of change theories, processes, applications
- System's Thinking
- Change and Transformation at the personal, group, organization, society, community, and global levels.
- Student's personal theory of change
- Practical applications to student

Prerequisites: HLC: 504, 508, 586, 513, 573

Course No. 3 (HLC522)*: Creativity and Consciousness in Holistic Leadership

Leading holistically is an art. It will require increasingly unique paradigms. This course will help students access their own creative potential. Through the course, students will learn techniques for accessing their own authentic selves.

The course will help students find their own artful way to lead holistically through:

- A review of the structure of consciousness
- A review of appropriate models for integrating the art of leadership into a student's personal skills
- Use of the expressive arts process to develop imagistic thinking, visualization, and imagination
- Develop applications of personal creativity in leadership

Prerequisites: HLC: 504, 508, 586, 582

Course No. 4 (HLC523)*: Holistic Leadership Skills Practicum

The course will give students practice in applying the above courses to areas of personal interest.

The course will provide a laboratory setting in which to explore and develop an:

- Overview of basic and essential leadership skills
- Application of specific theoretical material covered in the above four courses
- Completion of a student's personal theory of leadership
- Practice in actual real life situations provided in the laboratory

Prerequisites: The above listed HLC Holistic Systems Leadership Courses for the MA/CAGS

** All course numbers are tentative.*