



Rutgers Leadership Academy

Capstone Project 2019

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Rutgers

Leadership

Academy

“The Charge”



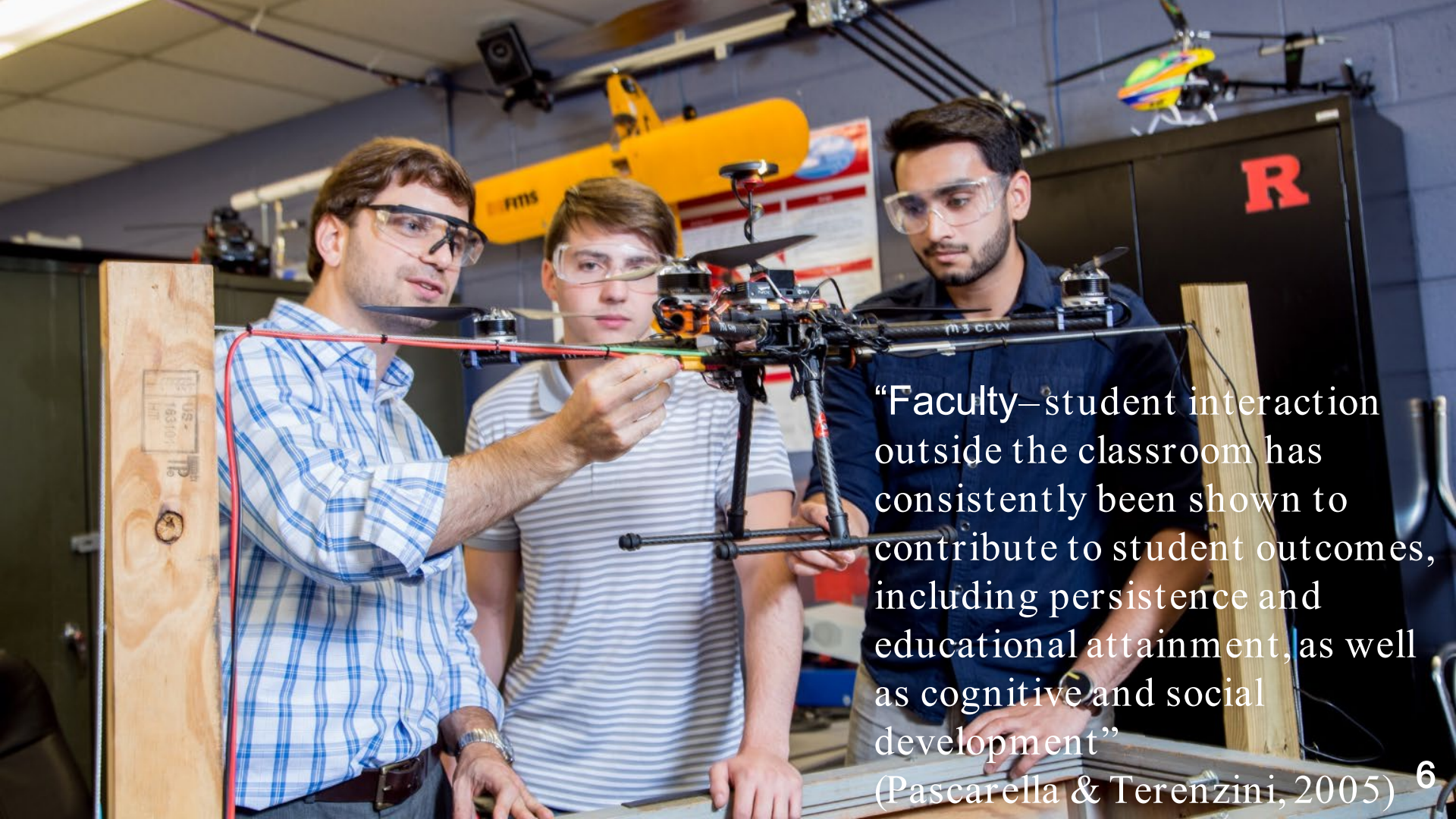
Rutgers School of Engineering



Post-Graduation Placement Rate

- ❑ 3,908 undergraduates enrolled
- ❑ 85% post-grad placement rate





“Faculty–student interaction outside the classroom has consistently been shown to contribute to student outcomes, including persistence and educational attainment, as well as cognitive and social development”
(Pascarella & Terenzini, 2005) 6

THE PLAN

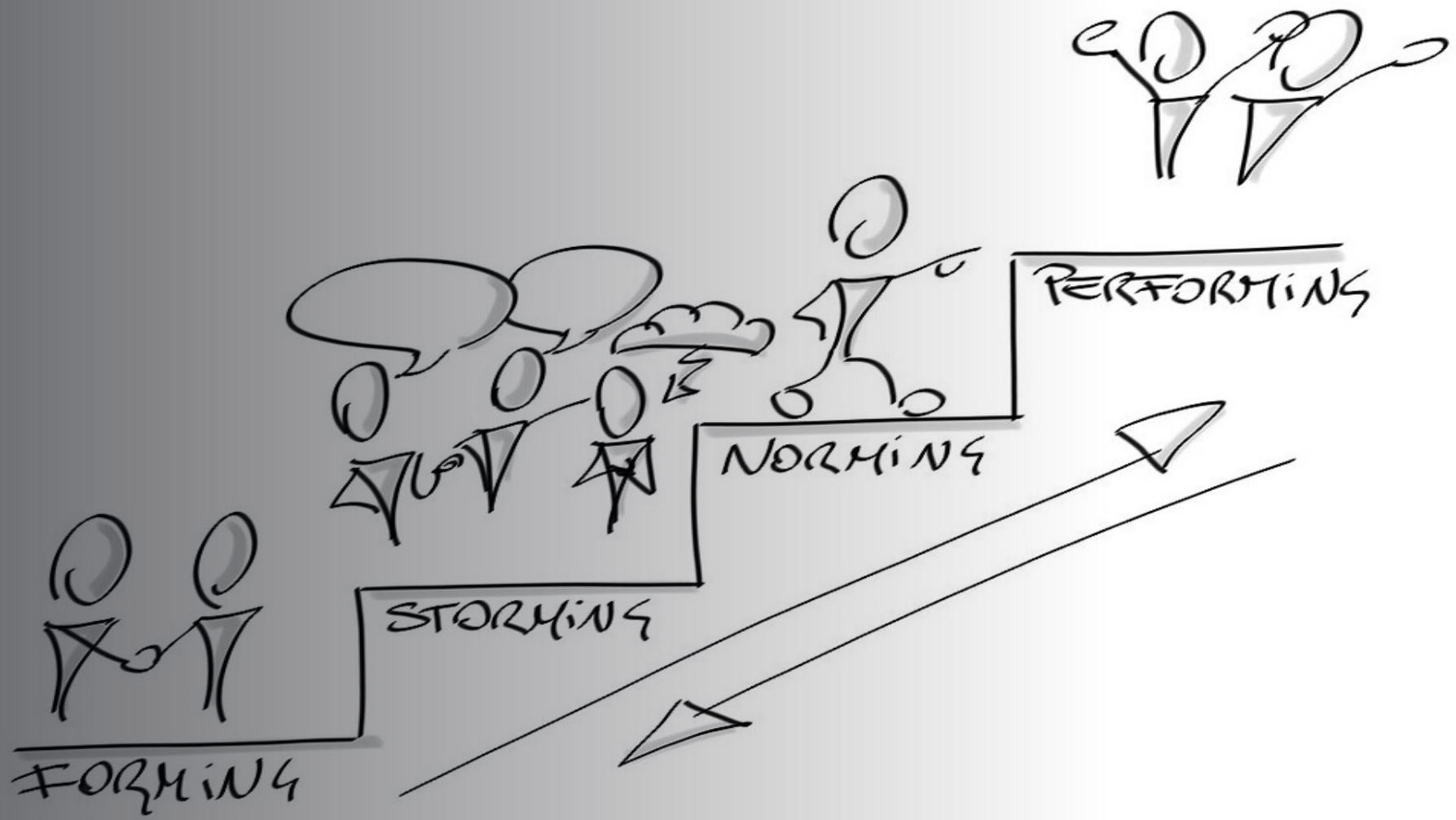
START SMALL

COLLECT
INFORMATION

CONSOLIDATE
INFORMATION

BRAINSTORM
SOLUTIONS

SHARE FINDINGS





1.

Forming

Clifton StrengthsFinder Theme:
Learner

A dramatic sky scene with a large, bright lightning bolt striking down from a dark, stormy upper half to a fiery, sunset-colored lower half. The lightning bolt is jagged and illuminates the surrounding clouds. The bottom of the image shows a city skyline at night with lights.

2.

Storming

Clifton StrengthsFinder Theme:
Achiever & Deliberative

A hand holding a red marker is positioned over a whiteboard. The words "DON'T QUIT" are written in blue marker. The word "DON'T" has several thick red diagonal lines scribbled over it. The word "QUIT" also has several thick red diagonal lines scribbled over it. The background is a plain, light-colored wall.

~~DON'T~~ ~~QUIT~~

3.

Norming

Clifton StrengthsFinder Theme:
Achiever

4.

Performing

Clifton StrengthsFinder Theme:
Achiever





Next Steps & Future Direction



lessons
learned

Clifton StrengthsFinder Theme:
Input

The background of the slide features a sunset sky with warm orange and yellow tones. In the foreground, several large, dark silhouettes of human figures are shown from behind, each holding a large puzzle piece. They are positioned as if they are about to place the pieces together. The puzzle pieces are arranged in a row, with some already partially connected. The overall scene conveys a sense of teamwork and collaborative problem-solving.

Gains

Taking the time to learn how things work, what people actually think, and what's already in place

Helping others identify their ownership in the problem AND the solutions

Establishing realistic expectations and developing buy-in



Thanks!

Center for Organizational Leadership
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Alex Bertuccio, and Susan Engelhardt