Assessment of a Novel Leadership Skill Development Assignment
in OTD 406 Management and Program Development

This assessment project intends to evaluate the effectiveness of an innovative course assignment in OTD 406 Management and Program Development. Historically students wrote a reflection paper focusing on leadership development that supports and empowers others using values in the Leadership Challenge (Kouzes & Posner, 2008). The proposed project integrates this content with the development of peer support skills.

As the healthcare workplace becomes more demanding, stress increases. It is critical healthcare providers support one another, which includes appropriate venting, empathy, listening without judgement, and providing positive and productive feedback to help reflect on the work situation.

This innovative assignment replaces a written paper with a peer support session where student pairs reflectively discuss their leadership skills and their plan for implementing lessons learned during fieldwork, while the partner offers support and constructive feedback in a positive manner. To demonstrate completion, each pair will submit a photo and audio reflection of their session. Following the session students will individually complete a survey regarding their experiences including learning outcomes and the perceived value over a paper. To increase the appeal of the assignment, the assessment team is requesting funding to purchase gift cards for the students to meet at a coffee shop.

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