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# Midstream Leadership Session

Jan Klein  
October, Year 2

# Agenda

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- Short survey
- Career Anchors
- Leadership Challenges
  - 3 lens summary & small group discussion
- Wrapping up your internship
  - Leaving with a good relationship
  - Leaving with a solid hand-off and implementation plan
- Re-entry to campus
  - Thesis planning
  - Leadership activities during Knowledge Review

# Ed Schein's Career Anchors

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- Technical/Functional Competence
- General Managerial Competence
- Autonomy/Independence
- Security/Stability
- Entrepreneurial Creativity
- Service/Dedication to a Cause
- Pure Challenge
- Lifestyle

# 3 Lens Summary

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- Strategic Design
  - Good strategic linkage for projects
  - Organizational structures generally supportive
  - Difficulties working across functional/geographical boundaries
- Cultural
  - Legacy thinking
  - Local cultures tend to trump attempts to have standard processes
- Political
  - A lot of political intrigue

# Small group discussion (in triads)

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- What is your key leadership challenge at this point in your internship?
  - 10 minutes per person
  - Describe situation & solicit advice

# Activities During KR

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- Final KR presentation
  - Review with company supervisor & faculty advisors
    - Alert both relative to schedule
- LGO11/12 internship exchange
  - Be prepared to share surprises, regrets and lessons learned from your internship
  - Remember the 12s will be in the middle of their internship interviews and getting ready for the bidding process
- LGO11 internship debrief
  - Reflection on internship experience
  - 360° leadership assessment survey feedback

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