



# HOLLINGSWORTH CENTER FOR ETHICAL LEADERSHIP



*The Hollingsworth Center for Ethical Leadership (HCEL) is a comprehensive program of development that combines the formal study of leadership concepts with the intentional application and practice of leadership principles.*



*Whether cadets pursue careers as officers in the United States military or enter the civilian workforce, the HCEL equips Aggies in leadership, professionalism and ethical decision-making in the workplace.*





## TEXAS AGGIE CORPS OF CADETS

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The Corps of Cadets is the largest, oldest and most visible student organization and leadership training program at Texas A&M. The Corps develops well-educated leaders of character who embody the values of honor, courage, integrity, discipline and selfless service. They are academically successful, highly sought-after and prepared for the global leadership challenges of the future.

A majority of the Corps' leadership training graduates pursue a career in the public or private sector. Interestingly, the Corps consistently commissions more officers than any institution other than the service academies. An average of 40 to 45 percent of cadets pursue a military commission in the Army, Air Force, Navy or Marine Corps.

The Corps of Cadets develops well-educated leaders of character prepared for the global leadership challenges of the future.

# HOLLINGSWORTH CENTER FOR ETHICAL LEADERSHIP

The Hollingsworth Center for Ethical Leadership (HCEL) is a leadership and character “Center of Excellence” for all cadets and staff. HCEL enhances participants’ capacities to be value-adding leaders in both the public and private sectors of the workplace.

Capitalizing on the immersive experience offered by the Corps of Cadets, HCEL emphasizes personal and professional growth to help participants establish a pattern of continuous learning and mindful living. Students who satisfactorily complete the entire certificate program earn a Certificate in Leadership Study and Development, which is an academic credential recorded on the student’s official transcript by the Office of the Registrar.



“The Hollingsworth Center for Ethical Leadership gave me the tools that I need to be successful in areas such as perseverance, public speaking, patience, mentorship and teamwork.”

—SHAQUILLE GOULD '15

## CAREER READINESS COMPETENCIES



### PROFESSIONALISM & WORK ETHIC

*Demonstrate personal accountability, effective work habits and understanding of a professional work image*



### TEAMWORK & COLLABORATION

*Build relationships representing diverse cultures, races, ages, gender, religions, lifestyles and viewpoints*



### LEADERSHIP

*Leverage the strengths of others to achieve common goals; organize, prioritize and delegate work*



### DIGITAL TECHNOLOGY

*Leverage existing technologies ethically and efficiently; demonstrate adaptability to emerging technologies*



### CRITICAL THINKING & PROBLEM SOLVING

*Use knowledge, facts and data to solve problems and make decisions*



### ORAL & WRITTEN COMMUNICATION SKILLS

*Articulate thoughts and ideas clearly and effectively to a variety of audiences*



### CAREER MANAGEMENT

*Identify skills, strengths, knowledge and experiences; navigate career options and pursue opportunities*



### GLOBAL & INTERCULTURAL FLUENCY

*Value, respect and learn from diverse cultures; demonstrate openness, inclusiveness, sensitivity and the ability to interact respectfully with all people*

# INTENTIONAL LEADERSHIP DEVELOPMENT MODEL

Primary Development Emphasis

## DEVELOPING SELF

Year 1

Primary Leadership Objective

**"LEARN"**

Goals

Personal goals  
Time management  
Commitment to success

Leadership Development

Preparing to lead  
Peer leadership  
Creating a growth mindset  
Committed followership

Character Development

Holding self accountable  
Owning attitude & effort  
Honor code  
Core values

Career Readiness

Explore:  
Learn Competencies  
Draft initial resume/CV  
Explore career interests  
Professional online presence

## DEVELOPING OTHERS

Year 2

**"COACH"**

Leadership goals  
Leadership philosophy  
Helping others reach goals

Learning to lead  
Developmental orientation  
Modeling a growth mindset  
Engaged followership

Holding others accountable  
Instilling core values  
Behavioral ethics  
Model skills

Focus:  
Develop competencies  
Pursue interests  
Explore experiential options  
(i.e. internship, field training, study abroad)

## DEVELOPING TEAMS

Year 3

**"MENTOR"**

Team goals  
Leading teams  
Team dynamics

Developing new leaders  
Enforcing standards  
Interpersonal accountability  
Dynamic followership

Team accountability  
Cultivating ethical norms  
Enforcing ethical standards  
Model behaviors

Plan:  
Enhance competencies  
Narrow interests  
Broaden professional network;  
Complete experiential study  
(i.e. internship, field training, study abroad)

## DEVELOPING ORGANIZATIONS

Year 4

**"INSPIRE"**

Organizational goals  
Leaving a legacy  
Establish goals & priorities

Developing new developers  
Integrating teams  
Organizational effectiveness  
Exemplary followership

Organization accountability  
Organization ethics & alignment  
Organization culture & climate  
Model culture

Commit:  
Exemplify competencies  
Hone professional skills  
Apply for employment  
Apply for career advancement  
(i.e. grad school, fellowships)

# SUPPORT TOMORROW'S LEADERS

The Hollingsworth Center for Ethical Leadership at Texas A&M University aims to provide cadets with an outstanding education and a purposeful Aggie experience. By funding an endowment or gift for the program, you can help in this endeavor.

Your gift will also support the university's comprehensive *Lead by Example* campaign. *Lead by Example* is a comprehensive fundraising campaign to support the students, faculty, colleges and programs of Texas A&M. With a goal of reaching \$4 billion by 2020, it is the largest higher education campaign in Texas history and the third largest conducted nationally by a public university.

To learn more, visit [leadbyexample.tamu.edu](http://leadbyexample.tamu.edu).

For more information, visit [txamfoundation.com/corps](http://txamfoundation.com/corps) or contact:

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Texas A&M Foundation | [txamfoundation.com](http://txamfoundation.com)



# SCHOLARS & MENTORS

# FUNDING OPPORTUNITIES

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## NON-ENDOWED SPONSORSHIPS

Non-endowed sponsorships put a donor's gifted funds to work immediately, benefiting hundreds of current cadets. This infusion of available funds provides an annual base of support rather than establishing an endowment that provides only interest income.

**Non-endowed sponsorships may be paid annually for a term of five years or can be paid in full.**

- **Corps of Cadets Ethical Leadership Scholars Fund (\$25,000):**  
*Support of \$5,000 per year for five years will provide resources to the center that will enable cadets to learn, develop and master key skills throughout the Hollingsworth Center's Leadership Developmental Model.*
- **Corps of Cadets Ethical Leadership Mentors Fund (\$10,000):**  
*Support of \$2,000 per year for five years will provide resources for professional mentors who coach and train cadets through coursework taught in the Hollingsworth Center for Ethical Leadership.*

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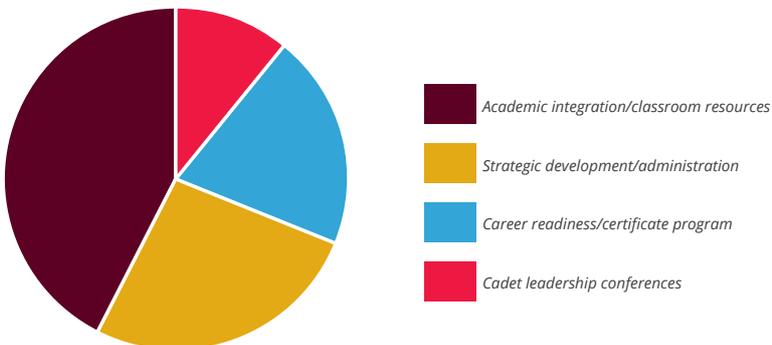
## ENDOWMENTS

Endowed support establishes permanent funding that will impact hundreds of cadets annually for many generations to come. A minimum 4 percent payout in interest income from the endowments provides the annual funding.

- **Corps of Cadets Ethical Leadership Scholars Endowment (\$100,000):**  
*A permanent endowment will provide resources to the center that will enable cadets to learn, develop and master key skills throughout the Hollingsworth Center's Leadership Developmental Model.*
- **Corps of Cadets Ethical Leadership Mentors Endowment (\$50,000):**  
*A permanent endowment will provide resources for professional mentors who coach and train cadets through coursework taught in the Hollingsworth Center for Ethical Leadership.*

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## HOLLINGSWORTH CENTER BUDGET BREAKDOWN



# PROGRAMS & INITIATIVES

# FUNDING OPPORTUNITIES

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## NON-ENDOWED SPONSORSHIPS

Non-endowed sponsorships put a donor's gifted funds to work immediately, providing an annual base of support rather than establishing an endowment that provides only interest income. Donors who prefer non-endowed sponsorships are encouraged to consider three to five years of annual support, which will allow the Hollingsworth Center to properly plan for future initiatives.

- **Distinguished Lectureship** (\$100,000): *Sponsorship funds world-class distinguished speakers for a fall and spring lecture series.*
- **Intentional Leadership Conference** (\$80,000): *Sponsorship funds the Intentional Leadership Conference for 800 cadets each spring.*
- **SOMS Leadership Course** (\$30,000 per course; 5 courses available): *Each sponsorship funds 20 sections of a SOMS Course. Each course provides a \$1,500 stipend for adjunct faculty members to teach.*
- **SOMS Leadership Section** (\$1,500 per section; 100 sections available): *Each sponsorship funds one section in a SOMS Course. Funds cover the stipend for an adjunct faculty member to teach.*

## ENDOWMENTS

Endowed support establishes permanent funding for the following priorities. A minimum 4 percent payout in interest income from the endowments provides the annual funding.

- **Endowed Distinguished Lectureship** (\$2.5 million): Provides \$100,000 annually to fund distinguished speakers for a fall and spring lecture series.
- **Endowed Fund for Cadet Mentoring & Coaching** (\$2.5 million): Provides \$100,000 annually to support a program director and cadet mentoring and coaching program.
- **Endowed Fund for Corporate Executive Fellows** (\$2 million): Provides \$80,000 annually to support a program director and corporate executive fellows program.
- **Endowed Chair for Character Development** (\$2 million): Provides \$80,000 annually to support a faculty member responsible for character development curriculum.
- **Endowed Chair for Executive Development** (\$2 million): Provides \$80,000 annually to support a faculty member responsible for a curriculum in advanced education and training for former cadets.
- **Endowed Fund for Corporate Liaison** (\$2 million): Provides \$80,000 annually to support a program director serving as a corporate liaison to coordinate internships, job placement and other interests with cadets.
- **Endowed Intentional Leadership Conference** (\$2 million): Provides \$80,000 annually to fund the Intentional Leadership Conference for cadets.
- **Endowed SOMS Leadership Course** (\$750,000 per course; 5 courses available): Provides \$30,000 annually for 20 sections of a SOMS course. Each course provides a \$1,500 stipend for adjunct faculty members to teach.
- **Endowed SOMS Leadership Section** (\$37,500 per section; 100 sections available): Provides \$1,500 annually for a section in a SOMS course. Funds cover the stipend for an adjunct faculty member to teach.