

SAINT FRANCIS UNIVERSITY

F.L.A.S.H.

Leadership Development

COMPETENCY GUIDE



The primary goal of F.L.A.S.H. is to help students to develop competencies associated with various Franciscan values.



THE F.L.A.S.H. PHILOSOPHY

At Saint Francis University, our philosophy of student-leadership development is put into practice through **F.L.A.S.H. Leadership Development**. F.L.A.S.H., or *Franciscan Leaders: Achieve, Serve, and Honor*, focuses on leadership development, character formation, and responsible citizenship through its core competencies. These competencies are derived from a number of sources, including: Catholic Social Teachings, *Ex Corde Ecclesiae*, the Franciscan Intellectual Tradition, the Saint Francis University Goals of Franciscan Higher Education, and the Saint Francis University General Education Objectives.

Regardless of one's faith or faith practices, it is the belief of Saint Francis University that the values and moral example provided by our Patron Saint Francis of Assisi transcends time, culture, and religion to offer a universal and purely human approach to service in leadership.

F.L.A.S.H. Core Competencies

Franciscan Values

for a life of constant conversion through humility, compassion, and generosity

Leadership Theory

for service through knowledge and application of organizational behavior and responsible stewardship

Diversity Awareness

for social justice through the respect of individuality and the care for creation

Community Development

for engagement through collaboration, volunteerism, and the sharing of gifts

*"I have done what was mine to do; may Christ teach you what is yours to do."
– Francis of Assisi (2 Celano 214)*



COMPETENCY I: Franciscan Values

Clarified Personal Values

In order to begin the path of self-discovery, it is important to acknowledge our own personal values. Our personal values have been formed throughout our lives by our religious practices or spirituality, our families, our environment, our cultural perspectives, and our unique life experiences. By clarifying their personal values, students can reaffirm who they are as individuals and discover who they are called to be, or *vocation* – God’s calling.



Service-Learning

It is through the offering of service to those in need that we develop our sense of moral and ethical complexity. Our sense of human dignity can be enhanced when acknowledging the richness of beauty and grace that each individual possesses and accepting that we are all God’s children and are equally deserving of love and compassion. The gifts of a contemplative life can be received through acts of kindness, generosity, and service to others. Various projects and initiatives, experienced by our students with an open mind and open heart, will provide opportunities for moral and ethical development.



Franciscan Tradition

As a Catholic, Franciscan institution, we believe that all students, especially those who are called to lead and serve others, must understand and appreciate the values that Francis of Assisi has taught us. Francis has taught us to serve God through charitable kindness and service to our Brothers and Sisters in need, to live with a most humble reverence for all forms of creation, and to be insistently generous with our gifts. By studying the life and example of Francis, students will come to appreciate his relativity and application in the context of today’s contemporary, global society.





COMPETENCY II: Leadership Theory

Organizational Leadership

Understanding the theories of such scholars as James McGregor Burns, Bernard Bass, Frederick Winslow Taylor, Abraham Maslow, and even our beloved Francis, we can begin to assimilate how members of our organizations are influenced by leadership. By acknowledging the distinct purpose and value of both leadership and followership, students will possess a greater understanding of the sociological patterns in establishing and sustaining organizations.



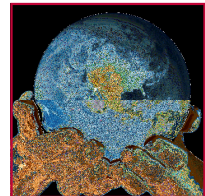
Servant Leadership

With respect to leadership, Brother Francis was clearly ahead of his time — truly a servant first. Contemporary scholars, such as Robert Greenleaf and James Laub, articulate values and characteristics and assessments of the modern-day servant leader. Students will gain an appreciation of this approach to leadership and will see Francis as more than a follower of Christ, but a true leader and revolutionary agent of change.



Responsible Stewardship

To fully incorporate our values into our daily lives and actions as leaders, it takes more than just knowledge and wisdom...it takes action. By understanding the works of Alan Berkowitz, and the example provided by Francis, we know that by holding ourselves to a higher level of accountability, as well as holding each other to that same level, leaders and entire organizations alike will achieve disciplined integrity. Students will come to value truth and authenticity in their work as leaders and contributors to their mission.





COMPETENCY III: Diversity Awareness

Embracing Multiculturalism

The appreciation of multiculturalism is a well-told story in the life of Francis. Specifically, the story of Francis' travels to the Holy Land to meet the Sultan of the Muslim world during the time of the Crusades in an effort to establish peace and civility. Like Francis, the ability to understand one's own identity, as well as valuing similarities and differences, and respecting the individuality of others, students will be equipped to serve and lead as citizens in a global society.



Integrating Diversity & Inclusion

To integrate both diversity and inclusion is a rare talent. By incorporating those who differ in thought, faith, and way of life, into our daily decisions and transactions, leaders can begin to assimilate a fuller and richer composition into their organizations and communities.



Francis was a master at both diversity and inclusion as he sincerely listened to, and respected all of creation as he established his vision of peace and goodness in the world. Utilizing both diversity and inclusion, students will strategically ensure success as leaders within any setting.

A Call to Social Justice

In a global society, a leader cannot afford to be blind or ignorant to the issues that face so many of our Brothers and Sisters. Francis cared for all persons and all forms of creation and continually sought out fairness and justice. Through humility and selflessness, students will see the challenges and daily struggles that others face. Students will be better prepared to provide care to those in need and to be an agent of change where proactive leadership is needed most.





COMPETENCY IV: Community Development

Collaboration

The act of collaborating involves a commitment to sacrifice and mutual benevolence. To disregard ease or convenience for the purpose of joining another to create or maintain something good is a supreme act of humility.

Francis sought to collaborate with the leaders of the Church during the 12th & 13th centuries to establish a new vision for the Church. In learning to collaborate, students will build their trust and sense of security in developing new partnerships for the betterment of those whom they will serve.



Pro-Active Volunteerism

“Whatever you do for the least of my Brothers [and Sisters], you do for me.” These words of Jesus Christ were known and understood by Francis very well and captured in his own Peace Prayer: “It is in giving that we receive”. The selflessness of volunteerism displays a sense of love and concern for the welfare of others. Students who volunteer will grow in their understanding of the needs and purpose of organizations and communities alike.



Sharing of Gifts

The acknowledgement of a person’s unique gifts takes special consideration that each of us is only one person, limited in our own knowledge, insights, and abilities. Francis was humble to recognize the strengths and talents of others and provided the proper motivation for each of his followers to offer what had been given to them by God. By sharing our gifts, organizations and communities will be afforded the opportunities to innovate for the needs of an ever changing world.





THE MISSION OF SAINT FRANCIS UNIVERSITY

A Mind for Excellence: Saint Francis University offers higher education in an environment guided by Catholic values and teachings, and inspired by the example of our patron, Saint Francis of Assisi. The oldest Franciscan institution of higher learning in the United States, Saint Francis University is an inclusive learning community that welcomes all people.

A Spirit for Peace and Justice: University programs and activities foster such Franciscan values as a humble and generous attitude toward learning, respect for diversity and the uniqueness of individual persons, understanding of ethical issues, and reverence for all life. With a spirit of simplicity and joy, we provide opportunities for the University community to think critically and analytically, communicate effectively, and integrate theory and practice.

A Heart for Service: Saint Francis University offers undergraduate programs in the liberal arts tradition, graduate and professional programs of study that emphasize personal and professional ethics, and continuing education opportunities for personal and career enhancement. We seek to inspire in all members of the University community a love of lifelong learning and a commitment to share their gifts and skills generously with others in a rapidly changing world.

The Goals of Franciscan Higher Education

- * A humble and generous attitude toward learning
- * Reverence for all life and for the goodness of all humanity
- * A global vision
- * Service to the poor and needy
- * Respect for the uniqueness of individual persons
- * A community of faith and prayer
- * The spirit of simplicity and joy
- * Franciscan presence





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