

PENN STATE DUBOIS

OLEAD GRADUATES  
HAVE CAREERS AS:

- **Organizational Analysts**
- **Training Directors**
- **Community Planners**
- **Organization Officers**
- **Corporate Recruiters**
- **Program Analysts**
- **Public/Private Consultants**



### Modern Leadership

The emerging leadership paradigm for the twenty-first century is one characterized by change and crisis management, empowerment, collaboration, diversity, the creation of a sense of higher purpose, and one where the leaders are humble in action, as well as ethically centered.

Modern leaders are as concerned with the needs and development of their followers as they are with the "bottom line."

# Organizational Leadership (OLEAD)

## Baccalaureate Degree Fact Sheet

LEADERSHIP IS ACTION, NOT POSITION

### *Why Leadership is Critical*

As our global society continues to evolve, organizations, communities, and nations will require effective leaders to foster meaningful change.

Penn State's baccalaureate degree in Organizational Leadership is designed to meet the needs of what many in our nation are referring to as a "National Leadership Crisis."

Throughout human history, there have always been effective leaders; however, many people find it challenging to define leadership today as our world continues to change at a rapid pace. This is where a Penn State education can help.

Ancient Greeks, like Plato, believed that education should ultimately prepare one for roles associated with effective service in their personal and professional lives. At the core of these beliefs, the essence of what true leadership is discovered. Leadership is action, not position. In other words, we can define modern leadership as an extension of the diverse people and situations we encounter in our day-to-day lives.



Effective leaders are educated visionaries and creative problem-solvers.

Since the dawn of the new millennium, the headlines of many newspapers, journals, and broadcasts have focused upon the lack of genuine leadership in modern businesses, communities, governments, and institutions.

Many debacles and scandals have contributed to a decline in the general public's confidence in modern leaders and the process by which they are prepared for their roles of service.

Leadership is critical because it is the dynamic process by which human beings create meaningful change in their present and, ultimately, define their legacy for future generations.

There is a leadership crisis, but Penn State has a solution!

### *Are You a Leader?*

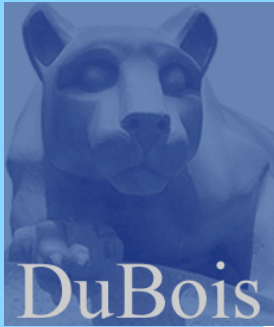
Regardless of your position, all people can be educated to become more effective leaders.

Effective leaders are people of action and vision. They are dedicated to the same simple principle that Penn State University is: *to make life better!*

Leaders are broadly educated people who take responsibility for 'the bottom line,' while balancing their mission and work with a genuine concern for others. Effective leaders put people first.

If you desire to create meaningful change or to ensure the quality of life in your organization or community, you have the foundation for what it takes to be a real leader. Penn State's degree in Organizational Leadership can help you transform your world.

**To learn more, call the Penn State Office  
in St. Marys 814-834-3593 or visit [www.ds.psu.edu/ce](http://www.ds.psu.edu/ce)**



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To learn how you can benefit from an education in Organizational Leadership, please contact the Office of Continuing Education:

In St. Marys,  
Community Education  
Council of Elk and  
Cameron Counties  
4 Erie Ave., Suite 200  
814-834-3593

In DuBois,  
Penn State DuBois  
206 DEF Building  
814-375-4715

### Leadership is...



**Vision** is the mental image of an ambitious future for an organization, individual or community; at its most effective level, vision is shared, not by one, but by all. *Vision promotes change.*

### Management versus Leadership

	Management	Leadership
<b>Direction</b>	Plan and budget Watch the bottom line	Create vision and strategy Watch the horizon
<b>Alignment</b>	Organize and staff Direct and control Create boundaries	Develop shared culture and values Help others to grow Reduce boundaries
<b>Relationships</b>	Focus on objects – produce/sell goods and services Based on position power Perform as the boss	Focus on people – inspire and motivate Based on personal power Act as coach and facilitator

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