

Building Confidence and Cultivating Leadership in a new Whole Person Development Programme (WPDP)



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Objectives of the study

To explore the following three areas in the first year experience of AD students through WPD (Whole Person Development):

- 1** Adaptation to the world of higher education
- 2** Rebuilding of confidence
- 3** Development of leadership through self-discovery

HKBU Whole Person Development



“Whole Person Development” is a progressive process through which the intellectual, physical, professional, psychological, social and spiritual capacities of an individual can be holistically enhanced (HKBU SA website).

DEVELOP YOUR POTENTIALS

Academic Enrichment Programme

Build students with effective self-management and study skills.



The week-long programme provided me with useful information and coaching for a smooth and smart start at CIE.



Lam Wing Chung, William
Psychology
Year 1 (2014-15)

Power-Up Programme

Provide knowledge, skills and training for non-JUPAS and self-funded degree applications.



The internship experience at the Hospital Authority confirmed my career goal of becoming a health care professional.



Chan Kwan Yu
Nutrition and Food Management
Year 2 (2014-15)

Freshmen Bridging Programme

Shape attitude and mindset of new students on being effective college students.



Internship Programme

Develop the work attitude and competence of students. Clarify and confirm their career goals.



Leadership Training Programme

Nurture students to be young leaders of integrity, responsibility and compassion.



Academic & Cultural Exchange Programme

Expand students' global horizons and increase their awareness as global citizens.



Being a committee member of CIE Student Society (CIESS) released my potential to be a leader with responsibility and social competence.



Psychological Testing (MBTI, SDS, PD)

Recognise individual uniqueness, set career / life goals and develop action plans.



Service Learning Programme

Cultivate students' sense of altruism and being servant leaders in the community.

I joined the tours to Australia and Taiwan in summer 2014 which raised my confidence in using English and clarified my career path in the media industry.



Leung Ho Yin, Tony
Media and Social Communication
Year 3 (2014-15)

Chan Hon Ting, Jennifer
Creative Communication
Year 2 (2014-15)

Adopting ADRI in new WPDP



New Whole Person Development Programme (WPDP)

- 1** AY2015-16 onwards
- 2** Target: all Year 1 students
- 3** Design of programme is to focus on the following domains: psychological, social, spiritual, and professional.

Approach

<p>Understanding the development of 3 Areas of Students' 1st Year Experience</p>	<p>Description of each area</p>	<p>Special focus on the following HKBU WPD Domains</p>
<p>Area 1 “Adaptation”</p>	<p>Helping students to adapt to the world of higher education</p>	<ul style="list-style-type: none"> • Psychological • Social • Spiritual • Professional
<p>Area 2 “Rebuilding Confidence”</p>	<p>Helping students to rebuild loss of confidence after the experience of public exam and to look at education in a new perspective</p>	<ul style="list-style-type: none"> • Psychological • Social • Spiritual • Professional
<p>Area 3 “Self-discovery” and “Leadership”</p>	<p>Helping students to develop a sense of leadership as they revitalize their self-narratives</p>	<ul style="list-style-type: none"> • Psychological • Social • Spiritual • Professional

Deployment

The new WPDP Implementation Team

- The ***Student Development Centre*** (SDC) is responsible for the design, overall coordination and implementation of the project.

Existing full-time staff:

- 1 Centre in-charge of Student Development Centre
- 1 Lecturer (Project Contact Person)
- 5 Guidance Counselors
- 1 Student Development Officer
- 2 Assistant Student Development Officers
- 3 Student Development Assistants

With full support from management:

Requirement
6 sessions in Year 1

Mode

- Fixed and flexible sessions
- Total 111 sessions (64 fixed + 47 flexible sessions)
- Weekly sessions must address all four of the target WPD domains (Psychological, Social, Spiritual, Professional)

Fixed sessions

	Shek Mun Campus		
	Session 1	Session 2	Session 3
Week 1 9 Sep 2015	Whole Person Development Inventory Interpretation Session 全人發展量表解說		
Week 2 16 Sep 2015	Positive Life Inspiration: Thematic Art Jamming 會意。思考啟正意	Viewing Myself in 5 Aspects 五個向度看自己	Freshmen @CIE 新鮮人@CIE
Week 3 23 Sep 2015	Effective Time Management for College Students 時間管理工作坊	Student Leadership Development Programme 1: From Followers to Leaders 從跟從到領導	Whole Person Development Inventory Interpretation Session 全人發展量表解說
Week 4 30 Sep 2015	Personality Dimensions 性格透視	Student Leadership Development Programme 2: Team Building and Management 團隊建立	Voices from Our Society on Youth 解構主流社會對年青人的論述
Week 5 7 Oct 2015	Self-confidence Inside Out 自信心「晴」	Viewing Myself in 5 Aspects 五個向度看自己	Self-Directed Search Part A - Introduction and Administration SDS 職業興趣測試工作坊 Part A
Week 6 14 Oct 2015	Reaching GPA 4.0 爆 4 攻略	Experiential Learning Opportunities and Resources 體驗學習的機會及資源	Self-Directed Search Part B - Interpretation and Debriefing SDS 職業興趣測試工作坊 Part B
Week 7	Public Holiday (21 Oct 2015)		
Week 8 28 Oct 2015	'A' Paper Workshop 「奪 A」工作坊	Viewing Myself in 5 Aspects 五個向度看自己	Interviewing Skills for Marketing Yourself and Developing Positive Image 面試技巧之如何建立正面形象,在面試中突圍而出
Week 9 4 Nov 2015	Exam Skills and Stress Management Workshop 考試技巧及減壓工作坊	Life Dialogue 吾語@生命對談	Career Exploration and Preparation: Essential Steps to a Better Career Development 事業探索與規劃之重要竅門

Kowloon Tong Campus	
Session 4	Session 5
Whole Person Development Inventory Interpretation Session 全人發展量表解說	
Student Leadership Development Programme 1: From Followers to Leaders 從跟從到領導	Whole Person Development Inventory Interpretation Session 全人發展量表解說
Positive Life Inspiration: Thematic Art Jamming 會意。思考啟正意	Student Leadership Development Programme 2: Team Building and Management 團隊建立
Effective Time Management for College Students 時間管理工作坊	Viewing Myself in 5 Aspects 五個向度看自己
Self-Directed Search Part A - Introduction and Administration SDS 職業興趣測試工作坊 Part A	Life Dialogue 吾語@生命對談
Self-Directed Search Part B - Interpretation and Debriefing SDS 職業興趣測試工作坊 Part B	Viewing Myself in 5 Aspects 五個向度看自己
Public Holiday (21 Oct 2015)	
Exam Skills and Stress Management Workshop 考試技巧及減壓工作坊	Experiential Learning Opportunities and Resources 體驗學習的機會及資源
'A' Paper Workshop 「奪 A」工作坊	Viewing Myself in 5 Aspects 五個向度看自己

Fixed sessions

Week	SMC Auditorium (500ppl)	SMC lecture theatre(150 ppl)	KTC 709 Room (90 ppl)
Week 1 Jan 27	Positive Life Inspiration: Thematic Art Jamming 會畫・思考啟正章 Co-create a positive community in exploring our life inspiration via art jamming	Building MY Portfolio 建立個人履歷 Enhancing competitiveness by displaying my unique experience and abilities	Briefing Sessions 1) CIE Professional Mentorship Programme (PMP) 2) CIE Internship Programmes To introduce the objectives and details of TWO upcoming programmes for CIE students
Week 2 Feb 3	Briefing Sessions 1) CIE Professional Mentorship Programme (PMP) 2) CIE Internship Programmes To introduce the objectives and details of TWO upcoming programmes	Building MY Portfolio 建立個人履歷 Enhancing competitiveness by displaying my unique experience and abilities	Positive Life Inspiration: Thematic Art Jamming 會畫・思考啟正章 Co-create a positive community in exploring our life inspiration via art jamming
Week 3 Feb 10 Public Holiday			
Week 4 Feb 17	Building MY Portfolio 建立個人履歷 Enhancing competitiveness by displaying my unique experience and abilities	Life Dialogue 善語@生命對話 (Honorable guest speaker: Dr. Sam Lau, Director, CIE) Share life Virtues in dialogue and re-authorize our life story through narrative approach.	How to make choice and get prepared for coming Summer Internships? To prepare students for necessary interview skills for summer internships.
Week 5 Feb 24	Speaking As a Leader 領話說 How to lead every time you Speak: Move From Information to Inspiration	How to make choice and get prepared for coming Summer Internships? To prepare students for necessary interview skills for summer internships.	Strengths finders 發現我的優勢 Developing my top strengths for life planning
Week 6 Mar 2	Strengths finders 發現我的優勢 Developing my top strengths for life planning	Practicing Problem Solving 解題? 其實唔難! To arouse motivation to solve problems via games and exercise	Life Dialogue 善語@生命對話 (Honorable guest speaker: Dr. Sam Lau, Director, CIE) Share life Virtues in dialogue and re-authorize our life story through narrative approach.
Week 7 Mar 9	Strengths finders 發現我的優勢 Developing my top strengths for life planning	Speaking As a Leader 領話說 How to lead every time you Speak: Move From Information to Inspiration	Practicing Problem Solving 解題? 其實唔難! To arouse motivation to solve problems via games and exercise
Week 8 Mar 16	Intimacy Relationship 親密・關係? Boundaries: When to Say Yes, How to Say No, to Take Control of Your Life	Meet CIE Student Leaders 認識 CIE 學生領袖 To share the experience of CIE student leaders and encourage students to be leader	Be a HERO 英雄聯盟 Developing positive internal resources for effective learning
Week 9 Mar 23	Be a HERO 英雄聯盟 Developing positive internal resources for effective learning	Intimacy Relationship 親密・關係? Boundaries: When to Say Yes, How to Say No, to Take Control of Your Life	Meet CIE Student Leaders 認識 CIE 學生領袖 To share the experience of CIE student leaders and encourage students to be leader



Results

R - "Result"

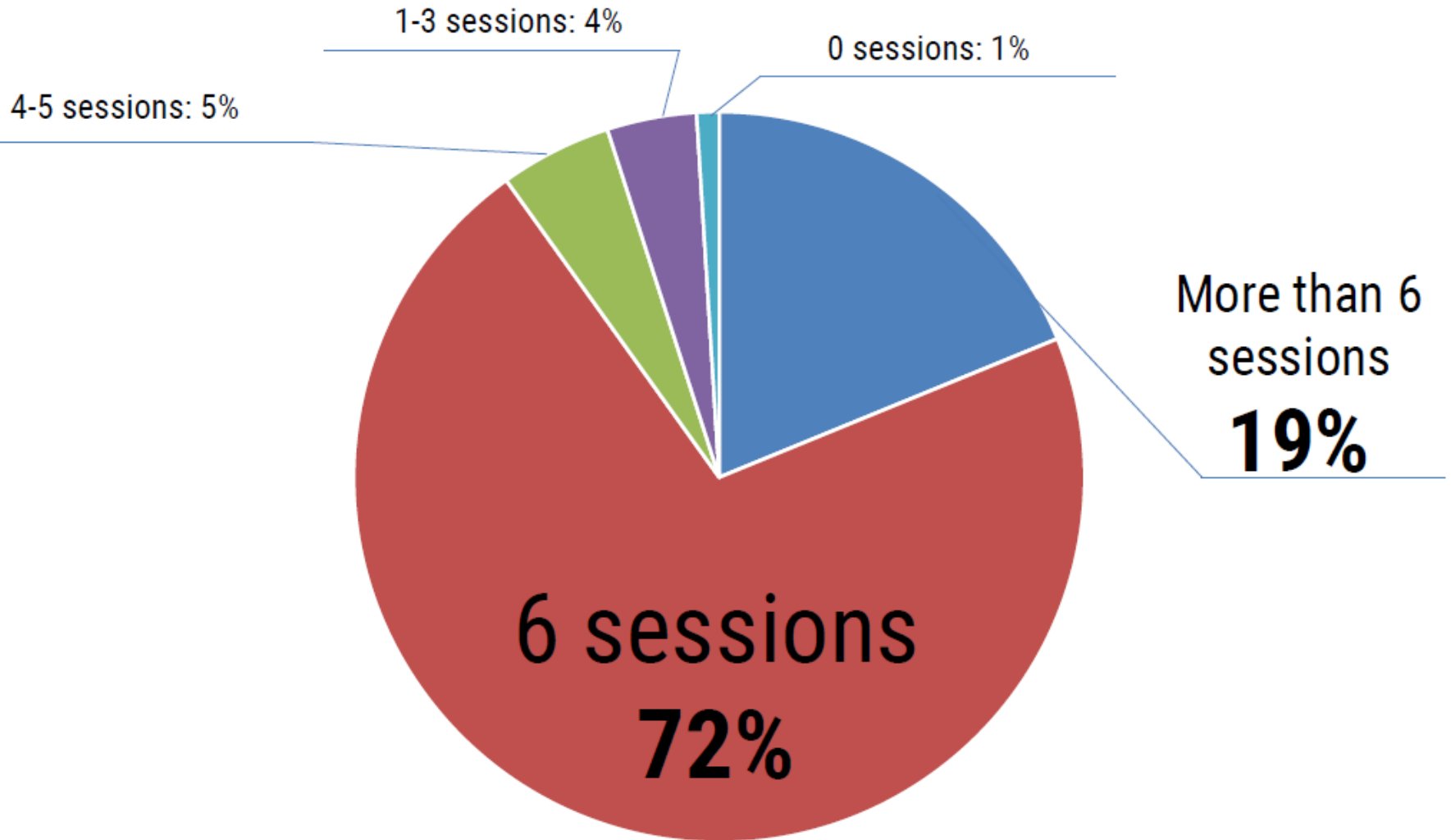
1. Participation:

Fixed sessions		Flexible sessions		Total sessions	
No. of Sessions	No. of Participants	No. of Sessions	No. of Participants	Total No. of Sessions in AY2015-16	Total No. of Participants in ALL Sessions
64	9,202	47	934	111	10,136

2. Quantitative Feedback:

Mean rating of all sessions: **4.01** out of 5.00

1. Participation



2. Quantitative Feedback

Semester 1

Date	Fixed session	Flexible session
Total No. of WPDP Sessions	40	23
Total No. of Participants Attended	5447	128
Total No. of Feedback Form Received	5149	122
Mean Rating of WPDP sessions:	3.95 out of 5.00	4.15 out of 5.00

Semester 2

Data	Fixed session	Flexible session
Total No. of WPDP Sessions:	24	24
Total No. of Participants Attended:	3755	806
Total No. of Feedback Form Received:	3702	785
Mean Rating of WPDP Sessions:	3.89 out of 5.00	4.16 out of 5.00

No. of Sessions under each of the three areas

3 Areas	Description of each area	Sessions	Mean Rating
Area 1 "Adaptation"	Helping students to adapt to the world of higher education	5	3.99
Area 2 "Rebuilding Confidence"	Helping students to rebuild loss of confidence after the experience of public exam and to look at education in a new perspective	56	4.06
Area 3 "Self-discovery" and "Leadership"	Helping students to develop a sense of leadership as they revitalize their self-narratives	50	3.99
Total :		111	4.01

Area One – “Adaptation”

Some titles of workshops/seminars	No. of Sessions	Total no. of students attended	Mean score of sessions (5 as highest)
<ul style="list-style-type: none">• Effective Time Management for College Students (effective time planning on study, family, friendship and rest time)• “A” Paper Workshop (strategies for scoring A in writing papers)	5	1401	3.99
<p>Apart from WPDP, the following was also conducted to facilitate college adaptation</p> <ul style="list-style-type: none">• Freshmen Bridging Programme	4	142	3.77

Area Two – “Rebuilding Confidence”

Some Titles of workshops	No. of Sessions	Total no. of students attended	Mean score of all sessions
<ul style="list-style-type: none">• Smart Job Seekers Network - MBTI Workshop• Personality Dimensions (self-understanding)• Personal Statement Workshop• Be a HERO (developing the psychological resources)• Developing positive image and interviews• Professional Imaging & Business Etiquette• Self-directed search (career exploration)• Self-Confidence inside out	57	3742	4.06

Area Three – Leadership via self-discovery

Some titles of workshops/seminars	No. of sessions	Total no. of students attended	Mean Score of sessions
<ul style="list-style-type: none"> • Student Leadership Development Programme Series: <ul style="list-style-type: none"> (a) Understanding and Managing yourself (b) Team Building and Management (c) From Followers to Leaders (d) Speaking as a Leader • Viewing Myself in 5 Aspects (decision making and responding to challenges) • Life Dialogue (sharing life virtues in dialogue and life story through narrative approach) 	<p>50</p>	<p>4993</p>	<p>3.99</p>

Focus Groups on First Year Experience

Reflection of **first year experience** on the 3 areas of “**adaptation**”, “**rebuilding confidence**” and “**leadership**”

FOCUS GROUP 1

5 students

8 September 2016

FOCUS GROUP 2

6 students

15 September 2016

Area One – “Adaptation”

Students' Comments:

Initial nervousness and shyness at the beginning of their first semester were overcome when they had to attend so many different classes, workshops and seminars.

Sense of autonomy and independence was enhanced through the experience of picking workshops to suit their own needs in the new WPDP.

Effective Time Management Workshops were most useful to them

Area Two – “Rebuilding Confidence”

Students' Comments:

Speaking up in class/seminars and speaking to people they do not know helped students to rebuild confidence, e.g. through interactions and receiving feedback from others.

A new sense of self was developed through meeting students with different abilities and social economic background in classes and outside of classes.

MBTI and Personal Statement Workshops were considered as most useful in helping students to re-discover their strengths, interests and values, revitalizing their sense of self.

Area Three – Leadership via self-discovery

Students' comments:

Life Dialogue Workshop
through narrative approach is
very useful

Realizing the importance of
connecting with others.

Strong motivation to join
service learning,
ambassador schemes, and
student societies.

Students were more ready to
develop problem-solving skills
and plan ahead for their
future.

Improvements

Challenges

Students prefer more sessions to fit individual schedule.

A wider coverage of topics addressing the target domains.

Strategies to engage students.

Helping students who are not able to meet basic requirements.

Improvements

More flexible sessions to be offered.

Collaboration with academic divisions and units to conduct WPDP workshops.

Smaller size workshops to be designed in order to facilitate interaction between students.

Workshop content covering “locating strengths”, “self-discovery”, “leadership”, could be further enhanced.

Stronger emphasis and promotion during NSO and semester time on the new WPDP.

Thank you !

Q & A