

PROFESSIONAL DEVELOPMENT PROGRAM



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NETWORKS PROFESSIONAL DEVELOPMENT PROGRAM

Leadership Learned...Leadership in Action

The Networks Professional Development Program in the Scott College of Business at Indiana State University prepares undergraduate business students to enter the financial services industry as successful business and community leaders. Through formal and informal enrichment experiences aimed at advancing the knowledge, skills, behaviors, abilities and dispositions needed, students are prepared to make significant contributions quickly in their chosen careers.

A unique feature of the program is the four-year cohort and curriculum. Unlike most other collegiate endeavors, Networks provides a sequence of seminars, workshops, and projects spanning across four years. In this way, students are presented with learning objectives and challenges aligned with various stages of personal development that capitalize on the shared experiences of each cohort.

Scholars are encouraged to:

- Develop talents and abilities through student leadership and teamwork;
- Generate valuable contact with peers, faculty, staff, administrators, alumni and leaders in the financial services industry, government and service agencies;
- Discover new insights and direction into professional and career potential; and
- Enhance employability and advancement through professional and personal development.



Experiential Learning

A key philosophy of the program is experiential learning. Scholars don't just learn about leadership theories and principles—from the start of the program, they are actively involved in projects and leadership teams. Within these teams, scholars contribute to the program, the Scott College of Business, the ISU community, and the surrounding community through the planning and implementation of events, activities, and services. By reflecting on their team processes and outcomes, scholars learn highly practical lessons from team experiences to be applied in future endeavors.

Preparation for Success

Throughout their Networks experience, scholars are provided with information, theories, challenges, and resources to develop their leadership and professional skills.

Seminars present scholars with theories, perspectives, and strategies for personal and professional success.

Leadership Team meetings, coached by members of the Education Team, are used to develop and plan projects, evaluate project outcomes, and facilitate reflective learning.

Project Team meetings are used similarly as the Leadership Team meetings, but are focused on specific projects and are coached by upper-class scholars.

Career and Education Planning are advanced through industry speakers, industry visits, career preparation workshops, financial services internships, corporate mentors, and other networking opportunities.

NFI events, including speakers, summits, and forums, provide scholars with financial services information from original research and industry leaders.

International Experiences immerse scholars in foreign cultures to broaden their learning within a global context.

The Education Team: Coaching for Success

The Networks Education Team is comprised of full-time ISU faculty and staff committed to the educational and professional success of Networks scholars. The Education Team provides the context for development and learning through curricular design, implementation, and assessment. Guided by a coaching philosophy, providing tools, resources and feedback, the Education Team allows scholars to spearhead and implement their own initiatives.

Experiential learning gives scholars an engaging and effective way to build a highly valuable set of knowledge, skills, and competencies for their professional employment and success.





WELLS FARGO FINANCIAL
JESSICA VILLACAS
COUNSELOR

PRINCIPLES AND EXPECTATIONS

Membership in this program is both a privilege and a responsibility. Students, known as scholars, are expected to engage in program activities, develop talents and abilities, fulfill their potential and achieve success.

Each scholar's potential is recognized; they are shown how to develop essential abilities, skills and attitudes through practice, hard work and experiential learning. Scholars are coached to stretch, grow, and make great things happen.

Networks Financial Institute's (NFI) commitment to scholars is to:

1. Believe in their development and challenge them to stretch, grow and become better persons who make the world a better place.
2. Set high standards and help scholars reach and maintain them.
3. Provide high-quality coaching and an excellent support system.
4. Offer constructive feedback to help them grow and learn.
5. Give them opportunities to "try out" new ways of working with others.
6. Model and foster good teamwork, open communication and self-examination.
7. Listen, respect and respond to comments and opinions in order to improve the program.
8. Make accommodations for different learning styles, and, when possible, provide participation options.
9. Facilitate access to professional resources.
10. Help identify and initiate networking connections.
11. Do all that is possible to make scholars more competitive in their search for internships and professional positions.

NFI expects scholars to:

1. Do their best! Be enthusiastic, dedicated and bring their full effort and commitment to the program in order to maximize learning for themselves and their peers.
2. Learn to become smarter. Make a personal investment to push themselves to recognize ability, cultivate new skills, and acquire knowledge through practice.
3. Take responsibility for all personal actions. Show initiative and ask for assistance of any kind when needed. Learn from mistakes, seek out and use constructive criticism, and adapt accordingly.
4. Provide constructive feedback to others when asked.
5. Commit to securing an internship in the financial services industry.
6. Practice good communication, teamwork and self-examination.
7. Be respectful of others' time, talent and perspectives.
8. Arrive on time and actively participate in all required events and activities. Follow Indiana State University's Code of Student Conduct.
9. Commit to building a relationship with a Corporate Mentor during junior and senior years.
10. Learn through reflection, lead initiatives not only for immediate end results, but also to learn from processes, challenges, and successes so that learning can be applied in future endeavors.
11. Take action to make a difference and change the world.

While we do what we can to facilitate opportunities for growth and learning, the scholars ultimately must do the work to achieve the desired results!



NPDP
NETWORKS
PROFESSIONAL
DEVELOPMENT
PROGRAM

CORE COMPONENTS

The Networks Professional Development Program offers leadership and career development through:

- professional development seminars;
- student leadership and team projects;
- personalized professional development;
- career and educational planning;
- mentoring and networking with academic and corporate professionals; and
- international study and travel opportunities.

Professional Development Seminars

Interactive seminars engage scholars in activities, discussion, debate and self-reflection to build important skills, knowledge and experience, and to gain a better understanding of one's self and others.

- Getting to Know Me: Personality Typology
- Team Communication and Problem Solving (I and II)
- Time Leadership and Management

- Team Problem Solving Leadership
- Understanding Interpersonal Conflict
- Business Etiquette
- Personal Attributes
- Effective Confrontations
- Investing in You: Building a Personal Professional Development Plan
- Ethical Decision Making
- Ethics, Social Responsibility and Corporate Citizenship
- Senior Bridge Program: Building Self-Marketing and Job Search Strategy
- The "Fifth P" Seminar

Core seminars are designed to address research findings and recommendations made by hiring managers and human resource representatives in the financial services industry. NFI conducts periodic research to ascertain what skills, knowledge and experience employers within the financial services industry expect from today's college graduates.





Student Leadership and Team Projects

Scholars apply knowledge and skills through student-led team projects while receiving support and guidance from the Education Team. Project teams provide rich opportunities for developing leadership and teamwork.

The Sophomore Leadership Team engages freshmen and sophomores in leadership, planning, and facilitation roles for team projects.

As a culminating experience for the program, juniors design, organize and execute the annual Ethics and Corporate Social Responsibility Conference. An executive board and several teams are formed to carry out this project.

Senior scholars serve as peer coaches and leadership interns, providing instruction and guidance to team leaders on team challenges.

Personalized Professional Development

Scholars create and use a “personal development plan” (PDP) that explores personal values, vision, and mission. The PDP prepares scholars for the future in three areas:

1. **Self-Leadership:** Explore and set life direction and move in that direction. Actively go out to experience life.
2. **Soft Skills:** Build competencies, abilities and attitudes universal across fields (e.g., teamwork skills, business etiquette, time management, problem solving, ethical decision-making, and social responsibility).
3. **Technical Skills:** Build specific competencies and skills needed for a particular career (e.g., computer literacy with specific software programs, preparation for exams — Certified Public Accountant, Associate in Surplus Lines Insurance, and Certified Property Casualty Underwriter).

As freshmen, scholars lay the foundation for their PDPs through self exploration including personality typology, personal values, and professional skill and interest inventories. Freshman scholars also examine the variety of majors and minors available to them in the Scott College of Business and other ISU colleges.

As sophomores, scholars create their PDPs and formally present them to the Education Team, which supports scholars' work as they seek alternatives for self development.

During the junior year, scholars execute the PDP through team projects, extracurricular activities, seminars and internships in order to improve in the prioritized areas.

During the senior year, the Education Team meets with each scholar for a formal PDP review, making adjustments as needed in preparation to enter the job market.

Professional Development Accounts: Financial Support for Individual Development

As part of the program, each scholar is awarded an account with \$3,000 to assist personal career and professional development endeavors over the four year experience at ISU. Scholars are expected to make sound financial planning decisions with their PDA funds, optimizing professional growth and career development over the four years. PDA funds support a wide variety of activities including (but not limited to):

- membership in student business professional organizations;
- attendance at professional conferences and NFI-sponsored summits and forums;
- subscriptions to professional publications;
- travel expenses supporting career exploration, job shadowing, visits with corporate mentor, and internships; and
- international travel and study abroad.



Career and Educational Planning

Various learning opportunities test, refine, and further develop career and professional interests and abilities. Scholars gain a deeper understanding of the financial services industry and available careers.

Scholars learn from local and nationally recognized industry-thought leaders and become more knowledgeable about current industry topics, research and practice through industry visits; guest speakers; career preparation such as resume development, interviewing, self-marketing and job-search strategies; job shadowing; internships in the financial services industry; and networking with corporate mentors and industry professionals.

A series of workshops and round table discussions is offered, creating a comprehensive 4-year career preparation program. Workshops focus on helping scholars to:

- explore various business majors and minors and how they relate to the financial services industry;
- gain skill in writing resumes and cover letters;
- gain experience and confidence in interviewing skillfully and negotiating artfully;
- develop competence in business and social etiquette; and
- learn skills to execute effective self-marketing and job search strategies and important personal financial planning.

Corporate Mentors and Networking

Scholars have access to and can learn from corporate professionals who are interested and willing to support growth and learning. A mentor partnership offers an individualized way to build effective interpersonal relationships with professionals from the financial services industry.

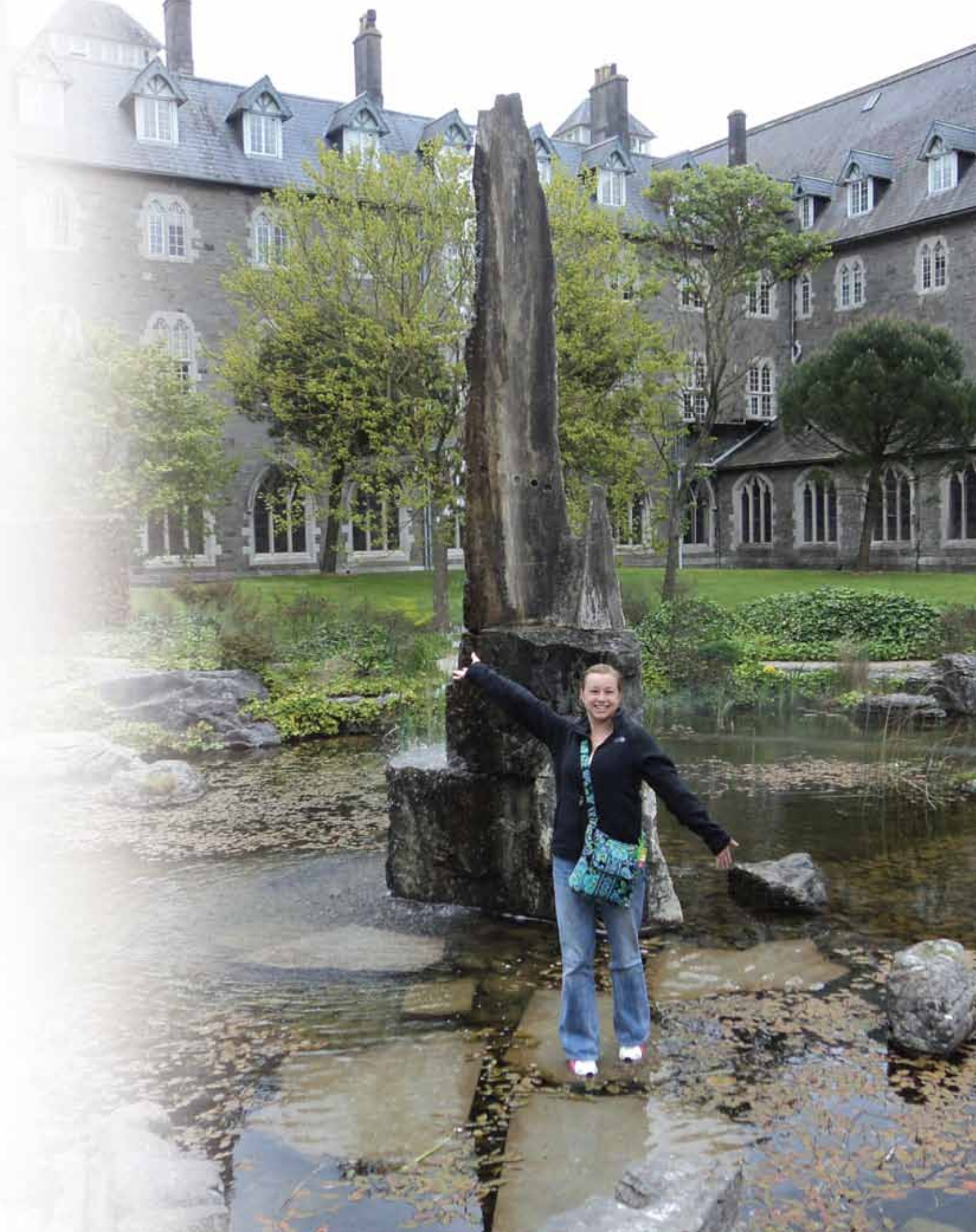
Junior and senior scholars develop partnerships with professionals from the financial services sector who volunteer their time and talent to serve as corporate mentors. Each partnership is unique, as relationships develop over time, giving scholars important industry insight and background, helping them prepare for employment.

The summer before the junior year, scholars are matched with corporate mentors based on career interests. Formal introductions are made and special events are hosted to assist in building relationships. Scholars are expected to demonstrate initiative and commit to building and sustaining the relationship during the junior and senior years.

NFI sponsors various industry focused events including receptions, research seminars, forums and summits. These events provide opportunities for scholars to network with industry professionals and develop timely career and industry-related knowledge and skills. Events are held in Indiana and in major financial districts in the United States including Chicago, New York and Washington, DC.

International Travel and Study

Through NFI, international travel and study experiences are possible. ISU has joint relationships with universities in other countries that can facilitate study abroad. During the January Welcome Back event, scholars who have studied or traveled abroad over the past year offer short informative presentations and personal reflections about their trips.





COHORT LEARNING: A FOUR-YEAR CURRICULUM

NFI provides a unique sequence of seminars, workshops, and projects spanning across four years. In this way, students are presented with learning objectives and challenges that are aligned with various stages of personal development, while capitalizing on the shared experiences of each cohort.

The Freshman Experience

The freshman year lays the foundation for the four year experience. Upon arrival at ISU, new scholars are introduced to the program in a fun-filled day at the ISU field campus where they meet faculty and continuing scholars for a team challenge course. As they enter the program, scholars are placed on teams with fellow freshmen and sophomore leaders where they design visits by industry leaders, community service events and activities for the entire group of scholars. As the semester progresses, freshman scholars take on increasing responsibilities as team leaders. Providing the foundation for these experiences is a series of leadership seminars covering action planning, teamwork, communication, and time management.

Freshman scholars also begin career exploration, including personal and

professional development. Additionally, leadership coaching from the Education Team begins as well as active exploration into study abroad opportunities.

Freshman scholars are instructed in the use of Professional Development Account funds. This account provides the financial resources to design and execute an exciting personal and professional development experience customized to meet each scholar's needs. Scholars are also invited to join in a variety of activities from industry visits to whitewater rafting.

Scholars are also strongly encouraged to explore co-curricular and extra-curricular programs around campus and in the community. Organizational and community involvement beyond the Networks program broadens learning and provides greater opportunity for leadership experiences in areas in which students are passionate.

Scholars in the Networks Professional Development Program are sure to find the program highly valuable in beginning their collegiate career.



The Freshman Scholar Calendar

Fall Semester

August

Freshman Scholar Orientation
(ISU Field Campus)

September

High School recruitment visits (Sept. – Nov.)
Fall Kick-Off Event
Networks Program Orientation Meetings
Leadership and Program
Project Teams seminar

October

Team Project implementation
Introduction to *MyPlan*
Personality Typology seminar

November

Team Project implementation

Spring Semester

January

Welcome Back Kick-Off Event
Understanding Personal Conflict seminar

February

Interview Day (new-scholar recruitment)
Individual *MyPlan* meetings with
Education Team (career planning)
Time Management seminar
Team Project implementation
Career Preparation Workshop:
Majors-Minors Exploration

March

Freshman Year Debrief
Ethics and Corporate Social
Responsibility Conference
Year-End Review preparations

April

Sophomore Executive Board Retreat
(for appointed leaders)
Year-End Review and Awards Reception
(parents invited)
Year-End Social Event



The Sophomore Experience

The sophomore experience includes an exciting set of leadership challenges along with professional, career and personal development opportunities. This is truly a year when learning and skill development start pushing scholars ahead of the pack.

The Sophomore Leadership Team and related teams undertake significant and exciting leadership roles that support the freshman and sophomore classes. Sophomores play a large leadership role through the planning, execution and review stages of major program projects. These projects include the Freshman Orientation/Ropes Course, semester Kick-Off Meetings, Year-End Review, Service Learning projects, Financial Literacy initiatives and the Industry Speaker Series. Special events that have included industry visits to Indianapolis and Chicago as well

as New York City and international trips to Germany, Switzerland, London, and Dublin. Many scholars also take on leadership roles in various campus organizations at this point in their education. All along the way, they receive personal leadership coaching and support from the Education Team.

During sophomore year, there is a significant acceleration of career, personal and professional development. Some of these experiences are provided while others require personal initiative. Structured activities for sophomore scholars include resume critiques, mock interviews, job shadowing, and business etiquette training. Multiple professional development seminars are presented in areas such as teamwork, problem solving, conflict competency, and communication. This group of scholars digs deeper into understanding self through exploring life/career direction and possible pathways to success.

As sophomores, scholars begin to utilize their Professional Development Accounts in earnest, custom designing experiences for personal growth and development. The sophomore year is when most scholars study abroad in places from Greece to Argentina and gain additional industry visit experiences from Indianapolis to Washington DC. This is also the year that scholars design and execute fun team-building trips like camping and rock climbing. The opportunities are many as are the resources to help custom build a great year.

The Sophomore Scholar Calendar

Fall Semester

September

High School recruitment visits (Sept. – Nov.)
Fall Kick-Off Event
Problem Solving Leadership Teams seminar

October

Coaching a Freshman Team project
Effective Confrontations seminar

November

Coaching a Freshman Team project
Career Preparation:
Resume Development seminar

Spring Semester

January

Welcome Back Kick-Off Event
Personal Attributes seminar

February

Interview Day (new-scholar recruitment)
Business Etiquette seminar
Coaching a Freshman Team project
Career Preparation: Mock Interviews (Level 1)

March

Investing In You seminar
Professional Development Plan meetings
Ethics and Corporate Social
Responsibility Conference
Year-End Review preparations

April

Sophomore Executive Board Retreat
(for appointed leaders)
Year-End Review and Awards Reception
(parents invited)
Year-End Social Event



The Junior Experience

The junior year provides the ultimate in leadership challenges. It is the most exciting and challenging year in the program. Junior leadership is provided through an executive board charged with intense and complex organizational challenges. The difference is in the level of intensity and complexity of the challenges. Leadership experiences during the junior year set these scholars apart from the typical student when seeking internships and other employment.

The project of legend, and the culminating leadership project of the program, is the Ethics and Corporate Social Responsibility Conference. This class-wide leadership project challenges each scholar to use the skills developed thus far, refine them, and ultimately deliver the largest and most complex student-driven project at ISU. Each year, the conference grows while attracting speakers from across the country and hundreds of participants. In recent years, junior scholars have also electively created an Ethics Week, building upon the conference momentum with a week of campus-wide activities such as an Ethics Bowl and collaborations with other student organizations.

The junior experience also includes focused attention to acquire a top-level financial services internship. Success in this endeavor is a team effort. NFI provides resources, contacts and coaching, while scholars provide the initiative, energy and elbow grease to make it happen. This combination has led to an exceptional track record of placement in high quality positions. Some of the structured support includes in-depth mock interviews, networking with corporate leaders and alumni, additional contact with corporate mentors and personal career coaching. In addition, NFI coaches help hone interview strategies and messages to help each scholar achieve desired success.

The junior year also offers multiple experiential opportunities. These range from organized social and professional activities to individualized projects. Professional Development Accounts are accessed frequently by junior scholars as they execute their customized development programs. This is an exciting time for personal and professional growth as well as deepening relationships with fellow scholars.



The Junior Scholar Calendar

Fall Semester

September

High School recruitment visits (Sept. – Nov.)
Fall Kick-Off Event
Class Planning meetings
Internship Preparation seminar

October

Class Planning meetings

November

Luncheon with Corporate Mentors
and Program Alumni

December

Career Preparation:
Mock Interviews (Level 2)

Spring Semester

January

Welcome Back Kick-Off Event
Class Planning meetings

February

Interview Day (new-scholar recruitment)
Conference session facilitation rehearsal

March

Conference walk through
Ethics and Corporate Social
Responsibility Conference
Ethics Bowl
Year-End Review preparations

April

Junior Year Debrief
Year-End Review and Awards Reception
(parents invited)
Year-End Social Event





The Senior Experience

Upper-class scholars are sought after as top-level leaders across the campus. Networks Scholars hold significant leadership roles in Scott College of Business organizations from the award winning Sycamore Business Advisors to major student organizations representing both professional and social interests. Across campus, Networks Scholars serve as leaders in Greek-life groups, student government, and scholarly organizations. Seniors contribute to the program by providing insights, advice, and mentoring for younger scholars.

The senior year is the exciting transition year to the professional world. Much time is devoted to developing the final tools, skills and knowledge needed to secure a meaningful position in the job market. Using resources both discovered and provided by the program, scholars plan and execute a self-marketing strategy that helps them attain the ideal job upon graduation. Key success factors to accomplish this include hard work and dedication as well as a supportive set of resources and people.

Senior experiences are highly personalized, offering flexibility and support needed for success. Seniors have a final opportunity to use Professional Development Account funds.

Seniors look back as well as forward as they celebrate, remember and say farewell at the Senior Dinner. It is a night of fun, laughter and remembrance. It is also the last project designed and executed by the class as part of the program!

The Senior Scholar Calendar

Fall Semester

August

Senior Bridge Program Kick-Off /
High Ropes Experience

September

Professional Advancement check-in
(monthly)
Fall Kick-Off Event
Advanced Leadership
Senior Bridge Program: Building
Self-Marketing and Job Search Strategy

October

Professional Development Plan presentations

November

Luncheon with Corporate Mentors and
Program Alumni

Spring Semester

January

Welcome Back Kick-Off Event

March

The "Fifth P" seminar
Ethics & Corporate Social
Responsibility Conference
Year-End Review preparations

April

Senior Dinner at The Ohio Building
Year-End Review and Awards Reception
(parents invited)
Year-End Social Event

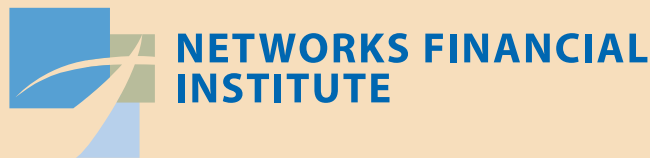


TOMORROW'S LEADERS... LEADING TODAY

The Networks Professional Development Program produces reflective learners and experienced leaders who are ready to meet the expectations and demands of professional careers. However, Networks does not only produce future leaders. Networks scholars are active leaders within the program and throughout the ISU campus. They are recognized by faculty as high achievers and role models for educational achievement. They are highly represented every year in honors and awards ceremonies within the Scott College of Business and other areas of the University.

From day one, Networks scholars are actively committed to their personal development, collective achievements, collaboration and empowerment, end results and measurable outcomes, exploration and innovation, and setting high standards for future scholars. Knowing the leadership potential of graduating Networks scholars does not involve guesswork—it is proven in their endeavors and achievements within the program, at ISU, and throughout the world.





Networks Financial Institute in the Scott College of Business at Indiana State University was founded in 2003 through a grant from Lilly Endowment Inc. and strives to facilitate broad, collaborative thinking, dialogue and progress in the evolving financial services marketplace, focusing on the areas of education, outreach and research. NFI is a leader in preparing students for careers in the financial services industry. NFI connects Indiana State's financial, business and educational expertise and resources with today's needs in the financial services marketplace. NFI is a primary source for objective and applied research within the financial services industry. For more, visit NFI online at www.isunetworks.org.



Indiana State University, established in 1865 is a four-year public university that embraces its mission to educate the leaders of tomorrow with focus on research, experiential learning and civic engagement. Its five colleges and the School of Graduate Studies offer courses leading to undergraduate and graduate degrees as well as certificates in arts and sciences, business, education, health and human performance, nursing and technology. Financial services is one of many distinctive programs you'll find at Indiana State. It is one of two programs designated "Programs of National Distinction" for achieving a national reputation for the quality of their work and reflecting the values of Indiana State while meeting state and national needs. To learn more, visit www.indstate.edu or call 800-GO-TO-ISU.

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More. From day one.