



Who will  
choose  
**tomorrow's  
leaders?**



## They will choose themselves.

**The time to rise to your leadership potential is now.** The Doerr Institute for New Leaders offers all Rice students the chance to explore their unique leadership abilities, and in doing so, to enhance their impact on the world they'll soon be leading.

### **The Doerr Institute for New Leaders**

Because the path to leadership is different for everyone, so is the leadership training you'll find at The Doerr Institute for New Leaders.

We've moved away from prescriptive, one-size-fits-all leadership training approaches, instead offering individualized guidance from certified coaches. Undergraduates collaborate with coaches on customized blueprints for their unique leadership development; blueprints that incorporate goals, passions, and current commitments. Graduate students work through leadership modules with teams of peers, identifying leadership goals for future one-on-one coaching. Our objective is to connect Rice students with the awareness and tools that will help them find, sharpen, and grow their true leadership potential.

This executive-quality leader development experience is provided, at no cost, to all Rice students.

**The paths to leadership are as diverse  
as the individuals working to develop their  
leadership potential.**

**There is not just one way to lead.**  
Nor is there only one type of leader.

## Leaders Who Step Up

Circumstances sometimes converge to create leaders from people who never cast themselves in that role. You might not see yourself as a leader – you might assume others don't see you as a leader. **Don't let that stop you from leading.**



**Rosa Parks**

"Tired of giving in," was the way this civil rights leader described her pivotal decision to stand up to segregation. This, and many other small decisions, built the momentum that became the Civil Rights Movement.

## Leaders Who Challenge

There are times when everyone sees that a change must happen, but only a few step forward to affect that change. From the smallest action to the loudest voice, these are leaders who change the course of history (or, in some cases, fictional history...) **Change doesn't start by itself. It starts with you.**



**Princess Leia**

Make that General Leia Organa – more than a fictional damsel in an all-boys sci-fi universe, Leia represented fierce drive and determination to an entire generation of girls.

## Leaders Who Motivate

**Where the motivational leader goes, others follow.** These leaders know how to cast a vision, rally support, and lead the charge. They know it takes a team to get the job done.



**Jose Altuve**

Immigrant and amateur free agent Jose Altuve started working toward a spot on the Houston Astros at age 16, going above and beyond to prove his talent and worth – and eventually becoming part of the 2017 World Series-winning team.

## Leaders Who Create

The creative leader ventures into uncharted territory, unafraid to try new approaches in order to achieve powerful results. **Creative leaders are inspired by the world, and they, in turn, inspire the world itself.**



**David Bowie**

A life of constant reinvention – in style, music, performance, and film – was also a platform to speak against fascism and racism, and for self-expression in all forms.

## Leaders Who Drive Business

**Business is constantly changing, but it's not an organic process.** There are those behind the scenes who see the big picture and work to seize opportunities, harness resources, and solve big problems.



**Elon Musk**

The business leader's path doesn't have to be formulaic – Elon Musk represents the leader's ability to strike out from the expected path, design one's own approaches to success, and create experiences and products the world didn't realize it needed.



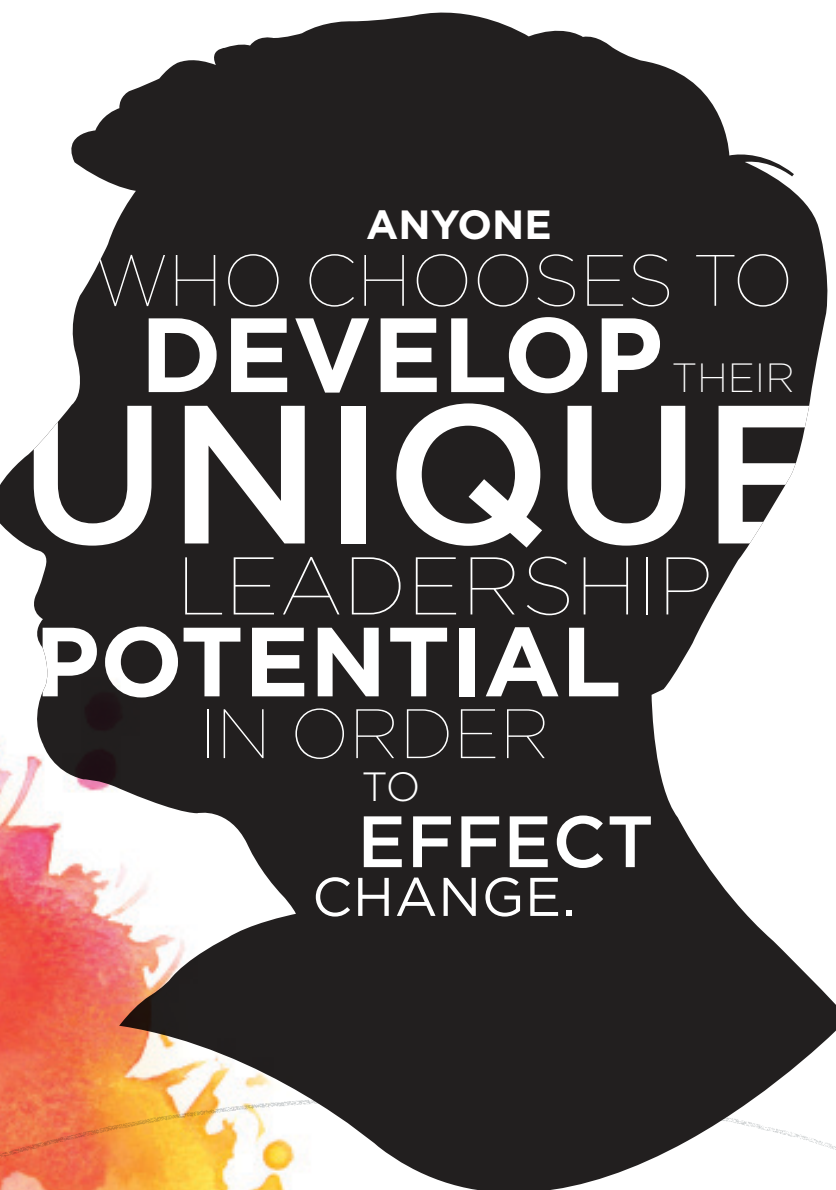
**Why do we need new leaders?**

There is a great need for new leaders in our world. Our democracy's future depends on leadership that is morally fit and ethically astute. New and established businesses need principled guidance. Social justice movements require clear, empathetic leadership. Humane, thoughtful leadership is a resource that can only be renewed by individuals choosing to develop their leadership skills.

The Doerr Institute for New Leaders believes in a thoughtful approach to the development of the leaders who will move our world forward. We believe in supporting students as they become the leaders they want to be, and as they apply their leadership skills to the world around them. We offer a professionally executed leader development program designed to help students identify the kinds of leaders they want to become and to support them as they work toward their leadership goals.

**At every level of society, government, and business, there are more opportunities for leaders than there are competent leaders to fill them.**

WHAT IS  
A **LEADER?**





FOR  
HIS  
LEADERSHIP QUALITY  
I MOST ADMIRE:  
EMPATHY  
PEER LEADERSHIP  
COACH  
CHEN  
INTERESTS:  
READING, SWIMMING & TRAVELING

SOCIAL VICE PRESIDENT OF  
BROWN COLLEGE  
PRESIDENT OF  
DISABILITY ADVOCATES & ALLIES

“This experience challenged me to think critically and improved my confidence in myself as a leader.”

Rebecca Chen



**Russell Kielawa**

CHEMISTRY MAJOR

**Leadership:** Martel College  
President, Spirits Committee Head,  
Martel Mentor

**Interests:** Music, Memes,  
Mixology, Spanish

**Gabby Falcon**

POLITICAL SCIENCE,  
POLICY STUDIES MAJOR

**Leadership:** Martel O-Week  
Coordinator, Martel Treasurer,  
Martel Chief Justice, Coffee-  
house Manager

**Interests:** Singing, Netflix

## Leader Development Domains

All 6,200 graduate and undergraduate students at Rice have access to this compelling, professionally executed leader development experience. Students are encouraged to pursue their individual leadership goals while working across three developmental domains:

1

Students develop **behavioral** approaches to growing observable leadership skills and competencies.

2

Students build the **cognitive** skills that support measurable growth of leader identity and contribute to developmental readiness.

3

Students develop **emotional** skills and abilities, helping them to better understand and manage their emotions and the emotions of others.



EVAN

SOCIAL POLICY ANALYSIS  
& SPORT MANAGEMENT

MAJOR

KRAVETZ

LEADERSHIP QUALITY  
I MOST ADMIRE:  
CALM &  
COLLECTED  
IN THE FACE OF ADVERSITY

PITCHER  
RICE BASEBALL

PEER  
ACADEMIC ADVISOR  
BUSINESS  
MINOR

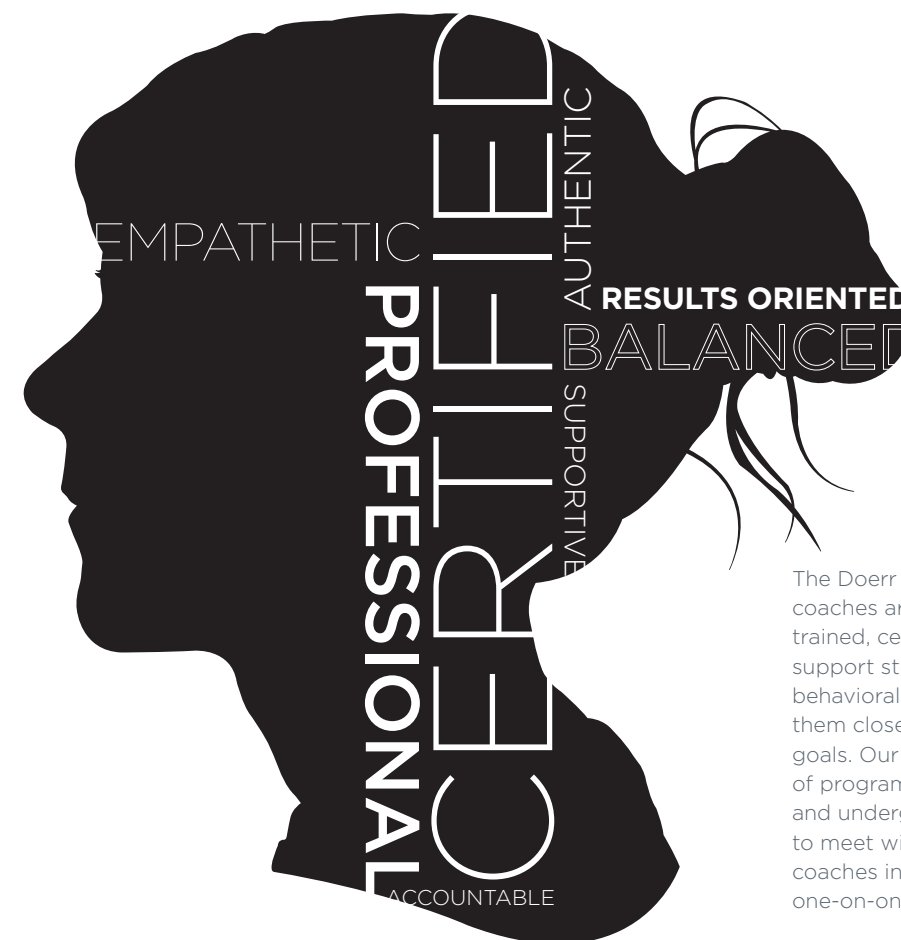
“As a leader, I want to  
help people stay focused  
so that they can reach  
their collective goals.”

Evan Kravetz

**“We want students to graduate *not* with the idea that they can spend the next five, ten, or fifteen years becoming leaders. We want them to graduate prepared to be leaders at *every* stage of their careers, and it’s one of the things that sets our leader development program apart.”**

**David W. Leebron**

President, Rice University



The Doerr Institute's leadership coaches are professionally trained, certified coaches who support students as they identify behavioral changes that bring them closer to their leadership goals. Our diverse portfolio of programs allows graduate and undergraduate students to meet with and learn from coaches in both group and one-on-one sessions.

WHAT IS A  
**COACH?**



## UNDERGRADUATE

Beginning with one-on-one leader development sessions with a certified leadership coach, undergraduates will work to define, develop, and hone their unique leadership skills.

### Activation

One-on-one coaching helps students identify and reach individual goals.

- Consists of five, one-on-one sessions with a professional leadership coach over the course of a semester.
- Sessions are self-scheduled by students at their convenience.
- Students define leadership goals and the steps necessary to activate them.

### Synthesis

Synthesis group coaching encourages students to build on Activation-level skills through collaboration and interaction with peers.

- Professional leader developers support students in increasing self-awareness and achieving deeper learning.
- Over a semester, small peer groups meet and provide accountability and support.
- Students choose from themes that fit their needs.

### Catalyst

Catalyst modules are designed to focus on a single leadership competency, allowing students to further develop their unique skillsets.

- Catalyst modules offer deeper understanding of the skills needed to be an effective leader.
- Facilitators challenge and support students as they build skills through hands-on practice in interactive environments.
- The covered topics are concentrated to accommodate students' busy schedules.

#### ADDITIONAL OPPORTUNITIES

### Excursions

Meet successful Houston business leaders on their turf; learn from their candid stories of success, failure, and ethical dilemmas.

Afterward, discuss the experience with your peers; consider personal applications for your findings.

### CoachRICE

Acquire the skills to be a more collaborative, compassionate, and creative leader by earning a 60-hour International Coach Federation (ICF) Approved Coach Training Certificate.

## GRADUATE

Graduate students begin their leadership journey with focused Catalyst modules, allowing them to define and build their leadership skillset in preparation for the Synthesis and Activation levels.

### Catalyst

Graduate students can choose from a range of Catalyst modules designed to help them identify and build leadership skills they can use in the workplace and in interpersonal relationships.

- Catalyst modules offer deeper understanding of the skills needed to be an effective leader.
- Facilitators challenge and support students as they build skills through hands-on practice in interactive environments.
- The covered topics are concentrated to accommodate students' busy schedules.

### Synthesis

Synthesis group coaching offers a real-world opportunity to further develop the skills introduced in the Catalyst modules, working directly with peers and a leadership coach to build on that foundation.

- Professional leader developers support students in increasing self-awareness and achieving deeper learning.
- Over a semester, small peer groups meet and provide accountability and support.
- Students choose from themes that fit their needs.

### Activation

One-on-one coaching offers a chance to refine the individual student's leadership goals and to focus on the leadership skills they'll use most in their careers.

- Consists of five, one-on-one sessions with a professional leadership coach over the course of a semester.
- Sessions are self-scheduled by students at their convenience.
- Students define leadership goals and the steps necessary to activate them.

WHAT  
LEADER DEVELOPMENT  
LOOKS LIKE

INTERNAL VICE PRESIDENT  
**SOCIETY FOR  
HISPANIC ENGINEERS**  
RICE CHAPTER

**CIVIL + ENVIRONMENTAL  
ENGINEERING**  
SPECIALIZING IN  
**MAJOR**  
HYDROLOGY &  
WATER RESOURCES

ARCHABAL NOSITY

U.S. ARMY CORP  
OF ENGINEERS

POST GRADUATION

YEAR  
RESEARCH  
FELLOWSHIP

“The Doerr Institute is  
one of the most valuable  
things I’ve done at Rice.  
It provided me with the  
self-awareness to succeed  
at Rice and in my career  
afterwards.”

Alison Archabal



# You could be called on to lead at any time. Will you be ready?

Now is the time to identify, develop, and hone your leadership skills. As a Rice student, you have a unique opportunity to take advantage of the Doerr Institute for New Leaders' programs. The Doerr Institute is founded on the principle that leaders are made, not born.

Personal change requires moving from hope to action; it suggests that to succeed, you have to choose a direction and work toward it.

The Doerr Institute for New Leaders invites you to take the first step in your leadership journey today.

"I never considered myself a natural born leader, but after my experience with the Doerr Institute, I realized there is no such thing as a natural born leader. Leadership is a skill that can be acquired by anyone through practice and hard work."

Viswajith Kumar

Viswajith Kumar

STATISTICS MAJOR

**Leadership:** Chief of Staff  
Houston Area Model UN, Baker  
Institute Student Forum, Peer  
Leadership Coach

**Interests:** Music Production,  
Playing Guitar, Basketball,  
Reading



“The Doerr programs have given me the competencies to coach and develop myself as a leader. In order to effectively lead, I need to work on myself, because those changes will impact the people who follow me.”

Rohit Kavukuntla

**Rohit Kavukuntla**

BIOCHEMISTRY AND  
CELL BIOLOGY MAJOR

**Leadership:** Co-Founder of  
McMurtry Innovation Space,  
Internal Vice President of  
McMurtry College

**Interests:** Photography,  
Hiking, Camping, Traveling,  
Woodworking, Cooking,  
Food

# Start your leadership journey today.

## Email

leadership@rice.edu

## Online

doerr.rice.edu

## Follow

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### Twitter

@doerrinstitute

### Instagram

@doerrinstitute

## Text the Pathfinder

713.636.5552

## Call

713.348.4391

## Visit

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