

WEST POINT LEADERSHIP CENTER



West Point
READY 
READY TO SERVE. READY TO LEAD.



WEST POINT LEADERSHIP CENTER (WPLC)

Housed in the Department of Behavioral Sciences & Leadership, the West Point Leadership Center (WPLC) is America's preeminent developmental center, producing the finest leaders in the areas of character, innovation, and inclusive leadership. This preeminence is built on the center's superior ability to create and integrate challenging experiences, new knowledge, reflection, mentoring, and coaching across its world-class programs. The WPLC and its programs create targeted and unique value in the following areas:

- Addressing emerging Academy and Army needs/gaps/opportunities (Innovation and Entrepreneurship).
- Supporting strategic imperatives within the Academy and Army and populations that are underserved or underrepresented (Diversity and Inclusion)
- Enabling cadets and faculty seeking leadership and character development experiences, knowledge, and mentorship beyond what is commonly available within the 47-month experience (Character & Leadership).
- Achieving efficiency and scale for delivering needed expertise and experience (e.g. negotiations and innovation) and mentoring/development shortfalls (e.g., minority mentoring), enabling faculty to focus more time and effort on cadet development and inspiration and less on bureaucracy and resourcing.

NEEDS & FUNDING

The WPLC proposed to add two essential leaders, operational funding at the center level, and operational funding for 6 of 10 programs. These unfunded positions include a Deputy Director and an Administrative Coordinator. In addition, operational funding provides the resources necessary to execute workshops, conferences, speakers, service projects, trips and other program level activities as well as provides the ability to contract short-term support and expertise, support research within the lines of effort, publish and share insights and knowledge, operate a website, support travel and professional development of the WPLC staff and program directors, fund AIADs, operate/maintain office functions, media displays, furniture and equipment, meet unfunded needs for the programs and center, and provide thank-you gifts, among others.

LINES OF EFFORT

Three core lines of effort direct the strategic mission of the WPLC. Innovation & Entrepreneurship (I&E) – addresses need for a multidisciplinary approach to I&E that operates across the Academy and Army, focused on developing I&E leaders. Diversity & Inclusion (D&I) – targets specific D&I needs for leadership development and mentoring within the Academy's underrepresented/underserved populations. Character & Leadership (C&L) – delivers margin of excellence C&L experiences, knowledge and mentoring for cadets and faculty beyond those offered within the WPLDS.

LINE OF EFFORT Character & Leadership Development



McDonald
Conference for
Leaders of
Character

Diversity & Inclusive Leadership



Innovation & Entrepreneurship



**Special
Olympics**
New York



WPLC PROGRAMS

1. Service Through Entrepreneurship, Disruption, & Innovation (STEDI) builds cadet leaders that understand and thrive leading innovative and entrepreneurial teams and activities. Runs Agile Innovation/Hacking for Defense (a multi-disciplinary innovation curriculum solving Army security issues), AIADs, and supports Futures Command/DoD innovation needs.
2. West Point Negotiations Project (WPNP) builds cross-cultural negotiators and shares negotiations expertise with the Army. Executes a cadet negotiation workshop (100 WP & ROTC cadets), a multi-day deployed negotiation simulation (90 cadets), a leader negotiations workshop (90 Army leaders), multiple mobile training teams visits to DoD units, and cadet AIADs.

3. Black and Gold Leadership Forum is a cadet led organization that enables learning from leaders in industry, government, and non-profit organizations and broadens their perspective on effective leadership and its application to the Army. Catalyzes strategic leaders to be USMA ambassadors.

4. Corbin Leadership Forum is a cadet led organization that empowers female leaders by mentoring and creating community, knowledge and allies.

5. Elevation Initiative develops and mentors underrepresented minority cadets to achieve/thrive in USCC key leader positions.

6. Diversity Forum is a cadet led program that provides unique education and activities for cadets to lead on topics of diversity, inclusion, and equity. The forum embraces all cultures and ethnicities with the philanthropic focus on underrepresented and underserved minorities by engaging in educationally and culturally enriched mentorship, volunteerism, and outreach activities.

7. McDonald Conference for Leaders of Character is the World's premier student leader development experience for 80 cadets and senior and student fellows, that builds leaders of character and promotes USMA ambassadors for life.

8. Class of '51 Distinguished Chair for the Study of Leadership is a two-year, non-resident, BS&L professor and world-renowned leader, executing several visits per semester to develop cadets, USMAPS cadet candidates, junior military faculty and tactical officers.

9. Class of '83 Distinguished Lecture Series engages cadets with world-class leaders; encourages cadets to learn from leaders in industry, government, and non-profits.

SIGNIFICANT IMPACT

When fully resourced, the WPLC and its programs will:

1. Enrich West Point's required programs, helping produce the world's best leaders.

2. Create inspiration among participating cadets, faculty and external stakeholders.

3. Develop/deliver unique and valuable experiences, knowledge and mentoring from expert leaders with graduate education in leadership, behavioral and organizational sciences.

4. Promote awareness, prestige, and distinctiveness of the West Point and Army brands.

5. Empower minority and female mentors at the Academy and attract minority cadet and officer talent of the future.

6. Expand participation and integration with ROTC (e.g. Hacking for Defense, WP Negotiation Project, McDonald Conference, Corbin Leadership Forum) and Army units.

7. Provide a multidisciplinary approach to innovation and entrepreneurship that reaches across departments and programs, focused on leader development and Army needs.

8. Enable West Point, the world's preeminent leader development institution, to join top research schools in creating leadership knowledge and leader development best practices.

9. Enhance faculty development and the retention of our best talent.



UNITED STATES MILITARY ACADEMY

WEST POINT
LEADERSHIP CENTER

"I immediately signed up. I am so glad I did. The (events) I have attended thus far have been the most memorable and enriching experiences during my first semester at West Point. Our trip sections to engage with leaders in the private sector, the military, and other organizations are opportunities to learn valuable lessons that are hard to get in a classroom setting. I am grateful for the opportunities provided by the Black and Gold Leadership Forum and more importantly for the network of driven cadets I have met through this club. At West Point, we clearly see a link between the prosperity of our local communities and the success of the Academy."

— Katherine Lareau, Class of 2025

"My experience with the West Point Negotiation Project has been phenomenal. Through my involvement with the program, I have gained valuable knowledge and skills that are equally applicable to both military and civilian life. The opportunity to represent West Point at the 2021 National Undergraduate Negotiation Competition and take home a Top Negotiator award was very rewarding and a great way to practice what I've learned from West Point's negation program."

—William "Bill" Porter, Class of 2022

FUNDING OPPORTUNITIES

Photo: Lee Ross '73

Center Endowment	\$11.3 million
STEDI (Service Through Entrepreneurship, Hacking for Defense Program (35 cadets)	Disruption, and Innovation) \$3.3 million \$2.3 million endowment/\$92,000 annual
Innovation Fellows	\$600,000 endowment/\$24,000 annual
Innovation Symposium & Events	\$400,000 endowment/\$16,000 annual
Black and Gold Leadership Forum	\$1.9 million
Cadet Trips (Boston & D.C.)	\$1 million endowment/\$41,000 annual
Guest Speaker Program (<i>under consideration</i>)	\$350,000 endowment/\$14,000 annual
Professional Development & Networking Events	\$575,000 endowment/\$23,000 annual
Corbin Leadership Forum	\$2 million
Professional Development & Networking Events	\$900,000 endowment/\$36,000 annual
Corbin Leadership Forum Summit	\$650,000 endowment/\$26,000 annual
Lean-In Circle Events	\$450,000 endowment/\$18,000 annual
West Point Negotiations Project	\$2 million
FBI Crisis Negotiation Program	\$300,000 endowment/\$12,000 annual
West Point Negotiation Workshop:	
Cadets (60-90 USMA & ROTC)	\$450,000 endowment/\$19,000 annual
West Point Negotiation Workshop:	
Army Leaders (60-90 participants)	\$300,000 endowment/\$12,000 annual
West Point Negotiation Fellows Engagement	\$400,000 endowment/\$16,000 annual
Negotiation Mobile Training Teams	
& Competitions Program	\$275,000 endowment/\$11,000 annual
Harvard Negotiation Course	\$275,000 endowment/\$11,000 annual
Diversity Forum (Embrace & Engage)	\$1.9 million
Cadet Service Trips	\$950,000 endowment/\$40,000 annual
Professional Development & Networking Events	\$950,000 endowment/\$40,000 annual
Elevation Leadership Initiative	\$195,000
Professional Development & Networking Events	\$195,000 endowment/\$8,000 annual

MARGIN OF
EXCELLENCE



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