

# InternshipPlus

(Summer 2020)

## What is InternshipPlus?

InternshipPlus is a means of transforming an ordinary engineering internship experience into a guided leadership development experience. InternshipPlus is a completion requirement for students rising into the GEL2 cohort.

**How does it work?** Rising GEL2s seek and find their own summer internships (sometimes with the help and consultation of the GEL staff). Then, students plan how they'll use the summer experience as an opportunity to practice some of the *Capabilities of Effective Engineering Leaders* that GEL is founded upon.

**What does this mean?** Once at your internship, it may mean stepping up to take on more responsibility; gaining attendance to key strategic meetings that interns may not normally attend; leading a small team on a project; seeking out relationships with key leaders within the company; building a network for your professional future – in essence, you should consider the *Capabilities* and explore ways to practice them.

**In InternshipPlus, GEL challenges you to take ownership over transforming what could be a “job” into a personal development experience.** Once at your internship, you will see other interns around you punching in and out each day, simply doing the tasks assigned to them – InternshipPlus asks you to do much more.

## Kicking Things Off...

Those who have been admitted to the rising GEL2 class have yet to come together as a cohort. We feel it's important to do this before the summer begins – you're all on this journey together.

**Join us 15-minutes after the GEL Completion Ceremony for details about the GEL2 summer.** At this initial meeting, you'll meet the others in your new GEL2 class, and be assigned to your InternshipPlus regional team.

## The Assignment:

As part of InternshipPlus, you'll submit an “Initial Report” and “Final Report”. These straightforward reports are designed to guide you through the process of expanding the leadership practice opportunities at your internship. Due dates will be announced soon – the initial report will be due after you've been at the internship for a few weeks. Both reports are submitted via online forms at the Fall ELL Course Stellar Site

You're strongly encouraged to engage with your supervisor about InternshipPlus. Supervisors can help provide you with leadership opportunities, as well as take part in providing feedback about your leadership development. You'll be asked about supervisor engagement in a survey about InternshipPlus.

## We're All In This Together...

Community is a big part of InternshipPlus. Though you'll be geographically separated, you and your GEL2 peers will discuss your experiences over the course of the summer, taking opportunities to share lessons-learned, tips and suggestions. We'll employ two vehicles to help us share these ideas.

## **You are asked to participate in:**

**An Online Forum** – a forum, moderated by John Feiler, will go live a couple of weeks before the end of the Spring 2020 semester (<https://gel2-2021.slack.com/#internshipplus-2021>). Let's share our stories, pictures, observations, progress, and ask each other challenging questions.

**Video Teleconferences (VTCs)** – GEL will host regional VTCs (typically via Google Hangouts/Meet), one in early-summer (mid-July) and one in mid-summer (late-August). Your regional team will come together briefly in these virtual meetings to discuss the major themes you're encountering in your internships. You are required to participate in both VTCs

## It's Simple – and It's What You Make of It...

InternshipPlus is your canvas to paint on. It's not meant to be complex. One GEL even suggested considering InternshipPlus to be like a giant summer-long ELL – that view may work for some; just remember that this is *your* experience; craft it and shape in a way that helps you develop as an engineering leader!