

COMMUNITY-BASED ACCELERATOR FOR

COBALT

LEADERSHIP TRANSFORMATION

LIVING LEARNING COMMUNITY &
MICROCREDENTIAL GUIDELINES



PURDUE
UNIVERSITY®

**Forging confident,
adaptable, challenge-
ready leaders**

INTRODUCTION

By converging innovative coursework, residential community, expert coaching, and peer-led events, the COBALT LLC provides an immersive yet flexible experience where Honors students can take charge of their own leadership journey and communicate their growth to future employers.

**Join the COBALT interest list
for info on applying by 9/21.**



LIVING, LEARNING, & LEADING TOGETHER

COBALT COMMUNITY

PUTTING INSIGHT INTO ACTION

COBALT offers a supportive residential space for continuing JMHC students who are passionate about leadership. Here, students from different leadership backgrounds can connect, share new ideas, and create a community dedicated to transformation.

Importantly, COBALT students embark on their leadership journey with a team of peers and coaches. Transformational relationships drive our community and our growth toward excellence. By working together to empower each other, students do not simply benefit from the COBALT experience but become meaningful parts of it.

Student Board

COBALT is co-created by leadership educators and a board comprised of top student leaders in the JMHC. This student board helps shape the vision and values of the COBALT community and is responsible for organizing peer coaching pods,

community building events, and other leadership learning opportunities. Joining the student board or one of its committees is a great way to put leadership learning into action and create a powerful legacy.

Leadership Coaching

Core to the COBALT experience is the meaningful coaching students receive as soon as they are accepted. COBALT students gain insight into their own leadership and practical tips on how to turn insight into action. Set personal growth plans with leadership educators. Meet regularly in peer coaching pods to share perspectives, gain feedback, and build bonds. Learn from the world-tested leadership of proven professionals.

Members of the 2025-2026 COBALT Student Board: L-R, Navnoor Mutti, Abby Frank, Shayli Hastings, Isabella Crespo, Alyssa Collins, John Harvey, Kenny Halls, Louis Delaby, and Augustine Gallespon (np).



STAFF & FACULTY



.Dr. Adam Watkins

COBALT Founder & Director

Clinical Associate Professor &
Assistant Dean for Leadership



.Dr. Shaunta Scroggins

COBALT Assistant Director

Lecturer & Assistant Director for
Leadership Development



.Quinton Farrell

COBALT Assistant Director

Program Administrator for
Leadership Development

LEADERSHIP MICRO-CREDENTIALS

COBALT BADGES

When students join COBALT, they set off on a path to earn two microcredentials over two academic years, starting with the current semester. COBALT badges provide a flexible way for students to plan and celebrate their unique leadership development journey. By adding tangible microcredentials to their resume and LinkedIn profile, COBALT students also ensure that future employers recognize their evolving skill set.

The COBALT Badges are built around seven areas of leadership, providing students with a rigorous framework for developing skills and strategies within an understanding of situational leadership. After earning the Foundations Badge, students can then work toward Specialization and Mastery badges in any of these seven leadership areas:

- **Personal Leadership:** to cultivate self-understanding, self-regulation, and self-determination to drive individual growth and empower excellence.
- **Coaching Leadership:** to work closely with others to understand their needs and foster their success as leaders and team members.

CELEBRATING GROWTH

- **Teamwork Leadership:** to promote team building and guide teams toward shared goals, all while cultivating individual and collective capacity.
- **Organizational Leadership:** to operate effectively in larger systems – both inside the organization and external to it – to achieve goals, improve processes, and foster a positive organizational culture.
- **Community Building Leadership:** to create community buy-in through cultivation of a collective identity, definition of a purpose, and curation of a social network.
- **Civic & Cultural Leadership:** to embrace the responsibilities of citizenship by learning with humility about the needs and values of others and by taking initiative in collective efforts to address community needs and challenges.
- **Visionary Leadership:** to rethink or disrupt existing conditions, processes, and/or problems and work creatively towards novel solutions and/or improved outcomes.

HIGHLIGHT

68% OF EMPLOYERS

say they would prefer to hire a college graduate with a microcredential in a broad based skill.

Association of American Colleges & Universities

Augustine Gallespen and Navnoor Mutti, co-chairs for the Community Committee, speak at the 2025 Leadership Development Pillar Night.



BUILD YOUR LAUNCH PAD

FOUNDATIONS BADGE

COBALT YEAR ONE

As soon as students are selected for the COBALT program, they begin working toward their COBALT Leadership Foundations Badge and leveraging the many benefits of the program toward their own growth. In addition to extracurricular engagement, students will complete one of the “Foundations” leadership courses outlined below. Students gain an understanding of different leadership styles and contexts, allowing them to see leadership in more complex ways and discover their own tendencies, strengths, and preferred contexts. While concretizing their leadership identity, students will hone essential skills that carry across the seven leadership areas.

Leadership Learning Outcomes

- Awareness of personal leadership strengths & tendencies.
- Understanding of different leadership styles.
- Honing collaboration and communication skills.
- Openness to difference, change, & adaptation.

Requirements

Newly accepted members will complete the following requirements in their first academic year in the program:

- **Curricular:** complete one of the “Foundation” leadership courses to gain familiarity with the seven areas of leadership and begin exploring one or more domain in further detail.
- **Growth Planning:** meet twice with a program director to establish and track growth goals.
- **Launch & Year-End Events:** attend a launch event in Fall to welcome new members and a year-end event to celebrate individual and collective success.
- **Coaching Pods:** participate in seven meetings with assigned COBALT coaching pod.
- **Extracurricular Engagement:** attend seven COBALT sponsored events or engagement sessions.



HIGHLIGHT

BREAKING NEW GROUND

COBALT joins two other programs in establishing the first **Living Learning Communities** for continuing students at Purdue.

COBALT



COBALT





After completing the Foundations Badge, students work towards a Specialization Badge in one of the seven leadership areas.

HONE YOUR LEADERSHIP CRAFT

SPECIALIZATION BADGE

In their residential years, after earning their Foundations badge, program members will first work toward COBALT Leadership Specialization Badge in the leadership areas of their choice. Through Specialization Badges, students enhance their knowledge and skills in the leadership context of greatest interest to them. This includes an intentional approach to coursework and extracurricular opportunities related to the target area. In this way, students deepen and diversify their leadership toolbox, honing essential competencies and learning how to apply them for greatest impact.

Leadership Learning Outcomes

- Further insight into personal leadership styles.
- Ability to foster transformational leadership connections that spur mutual growth.
- Self-development tools for life-long learning.
- An enhanced toolkit for the target leadership area involving five competency types -- self, interpersonal, communication, ways of thinking, change & innovation.

Requirements

- **Curricular:** complete one of the "Advanced" courses to supercharge leadership learning.
- **Growth Planning:** meet twice with a program director to establish and track growth goals.
- **Launch & Year-End Events:** attend a launch event in Fall to welcome new members and a year-end event to celebrate individual and collective success.
- **Coaching Pods:** participate in eight meetings with assigned COBALT coaching pod.
- **Extracurricular Engagement:** attend eight COBALT sponsored events or engagement sessions.

Adding Up Specialties

COBALT students can earn two badges in a single year, provided they take an additional "Advanced" course and take part in one or more leadership roles that amount to 48+ hours in a given semester. The course and role should work in tandem toward learning outcomes connected to the target leadership area of specialization. This can apply to COBALT students' "Foundations" year as well,

REACH YOUR PINNACLE

MASTERY BADGE

PLANT YOUR FLAG

In their third year in the program, COBALT students can work toward their Mastery Badge in any leadership in which they have already earned a Specialization Badge. This involves investigating further the nuances and complexities of this leadership domain and intentionally building skills across the five competency areas as suited to that unique leadership context. Students also build their leadership legacy and cultivate their transformational leadership skills by sharing their learning with peers through COBALT coaching pods and other opportunities to empower their fellow community members.

Leadership Learning Outcomes

- Solidification of leadership identity and brand.
- Transformational leadership skills, including how to coach others
- A superb toolkit for the target leadership area involving five competency types -- self, interpersonal, communication, ways of thinking, change & innovation.

Requirements

- **Curricular:** complete one of the "Advanced" courses to supercharge leadership learning.
- **Growth Planning:** meet twice with a program director to establish and track growth goals.
- **Launch & Year-End Events:** attend a launch event in Fall to welcome new members and a year-end event to celebrate individual and collective success.
- **Coaching Pods:** participate in eight meetings with assigned COBALT coaching pod.
- **Extracurricular Engagement:** attend eight COBALT sponsored events or engagement sessions.
- **COBALT Legacy Contribution:** Students share or utilize their leadership learning for the benefit of other COBALT fellows through a role on the COBALT Student Board, facilitation of a COBALT Engagement session, or public presentation related to leadership learning.

Adding Up Mastery

COBALT students can earn multiple mastery badges in a single academic year, provided they have already earned a Specialization Badge in the target leadership areas. As with earning multiple Specialization badges in a given AY, students would need to take an additional "Advanced" course and take part in one or more leadership roles that amount to 48+ hours in a given semester. The course and role should work in tandem toward learning outcomes connected to the leadership area of mastery.



COBALT



EARN LEADERSHIP WISDOM

COBALT COURSES

Foundation Courses

COBALT students begin their curricular journey by taking one of the following JMHC courses, each of which introduces students to key elements of the leadership areas.

- HONR 29900: Honors Leadership Retreat (1 cr)
- HONR 29900: Intro to Leadership (1 cr)
- HONR 29900: Lead for Social Impact (1 cr)

Advanced Courses in JMHC

Through advanced courses, COBALT students can delve further into specific areas of leadership and begin refining leadership styles, skills, and knowledge that suit those contexts.

- HONR 29500: COBALT Coaching Lead IS (2 cr)
- HONR 29901: Honors Mentors (2 cr)
- HONR 29900: Designing Teamwork Games (2 cr)
- HONR 29900: Leadership Praxis (3 cr)
- HONR 29500: Lead Forward Fellowship 1-4 (2 cr each)

Advanced Courses in Disciplinary Colleges

COBALT students can also leverage the following courses from across campus toward their COBALT specialty and mastery badges.

- **College of Agriculture**
 - AGE 33000: Management Methods in Agricultural Business
 - AGR 49000: Advanced Agriculture Leadership
- **College of Education**
 - EDPS 31500: Collaborative Leadership - Interpersonal Skills (3 cr)
 - EDPS 31600: Collaborative Leadership - Cross-Cultural Settings (3 cr)
 - EDPS 31700: Collaborative Leadership - Mentoring (3 cr)

- **Daniels School of Business**

- ENTR 20000: Introduction to Entrepreneurship and Innovation (3 cr)
- ENTR 48000: *Entrepreneurial Leadership & Careers* (3 cr)
- MGMT 31200: *Honors, Venture X1*
- MGMT 31300: *Honors, Venture X2*
- MGMT 33200: *Business World Problem Solving*
- MGMT 33500: *Strategic Business Writing*
- MGMT 35200: *Strategic Management* (3 cr)
- MGMT 39100: *Strategic Thinking and Decision Making*
- MGMT 44362: *Leadership in a Changing World* (3 cr)
- MGMT 44433: *Leading and Working in Teams* (3 cr)
- OBHR 33000: *Introduction to Organizational Behavior* (3 cr)





ELIGIBILITY & OTHER CONSIDERATIONS

Eligibility

First- through third-year students in good standing with the JMHC are eligible to apply. Access to the initial application can be found on the COBALT website (see QR below). Priority is given to students who have shown a commitment to curricular and extracurricular leadership opportunities and who have put thought into the kind of leader they hope to become.

To maintain eligibility for the COBALT LLC, students must stay in good standing with the program after being accepted in the fall, which equates to earning one badge for each academic year in the program. In the first year (prior to residence on the LLC floor) students must complete one "Foundations" course. In subsequent years, students must complete one "Advanced" course. Students must also fulfill extracurricular expectations for each year in the program, including:

- Two check-in sessions with program directors to establish and track growth goals.
- Attendance at peer coaching pod sessions (seven for "Foundations" year and eight thereafter).
- Attendance at COBALT events and engagement sessions (seven for "Foundations" year and eight thereafter).

- Attendance at the COBALT launch event to welcome new members in the fall and a year-end event in spring.

Other Considerations & Clarifications

- As with other Purdue LLC's, students must pay a fee to live on the COBALT floor. If students require financial assistance to cover the \$100 fee, they may reach out to program directors to explore scholarship options.
- Fifty students will be selected to live on the COBALT floor in 2026-2027. Another ten to fifteen students will be accepted into COBALT as off-floor participants. Students can indicate on the application if they are interested in these off-floor spots.
- Second- and third-year JMHC students with a history of leadership coursework and extracurricular roles prior to the founding of COBALT can backfill up to two badges. Contact the program directors for more information.
- Students who exhibit unethical conduct in leadership courses or on the COBALT LLC floor may be excused from the program at the discretion of program directors.



CONTACT US

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