
A training for individuals who want to be equipped to take a leadership role in their community.

Training Outline

Program Overview *The LeadershipPlenty* training offers emerging and established leaders tools to be more effective change agents in their communities and organizations by developing skills to have a voice in the decision making processes of the institutions that affect their lives.

Training Goal

To create an interactive training setting in which participants will gain awareness, knowledge and skills to design an action plan to implement grassroots projects in their communities and feel safe discussing community issues and ideas.

Training Objectives

1. Develop individual leadership strategies and learn to assess community concerns and opportunities
2. Identifying individual and community assets to effect community change and address community needs
3. Develop understanding of decision-making processes and learning how to take an active role in the community

Session One FINDING LEADERS WITHIN - This session introduces the theme of *LeadershipPlenty* which believes that there is no lack of leadership in our communities. The plenty in *LeadershipPlenty* comes from recognizing the wealth of capacities that people in the community possess. The purpose of this session is to help participants begin the exploration of leadership development by uncovering their own unique skills and reflecting on their experiences of community.

Session Two IDENTIFYING COMMUNITY ASSETS - The concept of *LeadershipPlenty* highlights the diversity of people in every community who are its potential leaders. The purpose of this session is to develop in participants an understanding and appreciation of the assets model for community change.

Session Three MANAGING GROUPS FOR RESULTS - What happens when people come together to solve community problems? The ability of a group to take action and accomplish results can be thwarted by the fact that it is difficult to work together effectively as a team. The purpose of this session is to increase participants' understanding of group dynamics and familiarize them with issues and tensions that most groups experience.

Session Four MAKING MEETINGS WORK - Effective meeting management skills are essential for leaders as they negotiate the complex interest of the community. The purpose of this session is to provide participants with the organizational strategies and tools for achieving group purposes in community meetings.

Session Five MANAGING CONFLICT - Communities are groups of people who may not know each other and have had different life experiences, but who live in proximity to each other and have interests in common. The purpose of this session is to explore the necessity of conflict in group work and its role in the consensus-building process.

Session Six BUILDING STRATEGIC PARTNERSHIPS - Building partnerships between diverse organizations and individuals marshals the community's resources, talents, and assets for change. The purpose of this session is to help community leaders understand partnerships better and to engage them more effectively as they strive to solve community problems.

Session Seven MOVING FROM TALK TO ACTION - Ambitious vision is not realized in a day. The purpose of this session is to enable a group to get started, to make measurable progress, to celebrate accomplishments, and to revise plans if necessary. Participants will be engaged in a community dialogue process to culminate the training and allow them to reflect on their learning experience together.

Session Eight (Retreat) FACING THE CHALLENGE OF RACISM AND RACE RELATIONS – This retreat use dialogue and awareness activities to examine how this issue, which most communities in America are grappling with, affects a community's ability to solve problems