

THURSDAY SCHEDULE

REGISTRATION, PROGRAM OPENING, INTRO TO LEADERSHIP ESSENTIALS

Time	Event	Objective	Methodology/Process/Notes
am	TEAM MEETING	1. Prepare LA guides and team for their role	Have everything set-up by this time as participants will start to arrive
12:30 pm	REGISTRATION & ROOM ASSIGNMENTS		
2:00 pm	WELCOME & INTROS <ul style="list-style-type: none"> ▪ Rotary Club ▪ LA Guides ▪ Participant Intros ▪ Program Overview ▪ Expectations for the week ▪ Group Norms ▪ Getting to know everyone ▪ Introduction to LA Groups 	<ol style="list-style-type: none"> 1. Build a community by getting to know everyone. 2. Set expectations 3. Help participants understand the significance of this event. 4. Provide logistical information about the program. 	Rotary will kick off program & introduce Intro LA staff CCL staff reviews agenda for the week, expectations, what you need to do, etc. Make a circle on the ground (inner & outer circle) and pair people up. They have to work through a few questions as a team. Then move one space to the left and go to the next question (music you like, why a man makes the best leader, why a women would be the best leader). Then break out by small groups (small dots on nametags)
3:00 pm	Getting to Know Other Leaders Interactive Experiential Exercises	1. Learn About Each Other and What Leadership Means To Them.	Kush Ball Toss / Coat of Arms
3:30 pm	INTRODUCING FEEDBACK Skits from facilitators – SBI: The good, the bad, and the ugly	1. Teach a feedback model and tool as an important means of supporting your own development and the development of others.	Introduce SBI as a tool for dealing with conflict and a tool for learning about self and others as a part of the developmental process. Feedback as a GIFT.
4:30 pm	MEMENTOS Pre-work assignment – bring object / item to express an	1. To examine mental models about leadership and where you learn about leadership.	Create a gallery of objects that we can revisit throughout the 3 days.

	important lesson about leadership that you have learned in your life.		
5:30 pm	PICNIC		
6:30 pm	<p>LEADERSHIP ESSENTIALS WITH</p> <p>TEAM BUILDING EXERCISES</p> <p>BLIND-FOLD TRUST WALK</p> <p>SPIDER WEB</p> <ul style="list-style-type: none"> ▪ Direction, Alignment, Commitment (DAC) ▪ Assessment, Challenge, Support (ACS) 	<ol style="list-style-type: none"> 1. Participants work together in pairs and teams to explore concepts through activities. 2. Begin to understand the concepts of DAC and ACS and how they are important to working, living, and interacting with groups of people. 	<p>Leadership Essential Components:</p> <p>Ground the program in the essential elements of leadership ACS & DAC.</p> <p>Teach methodology and models. Refer back to these throughout the three days.</p> <p>ACS: Leader Development: Essential elements of any guided learning; necessary ingredients in development Group Strategy: a process for understanding and starting an assignment.</p> <p>DAC: CCL’s definition, “Social practices that produce direction, alignment, and commitment in groups of people who share work.”</p>
8:00 pm	<p>LA GROUP DISCUSSION</p> <ul style="list-style-type: none"> ▪ Use Mentoring Frame ▪ Review activities of the day ▪ Discuss Leadership Essentials Questions ▪ Leadership Beyond Boundaries Assignment 	<ol style="list-style-type: none"> 1. Create a learning and supportive community within the larger community. 2. Opportunity for LA Groups to have peer based conversations which will assist in the processing of content. 3. Reinforce the learning from the day. 	<p>LA guide has leading questions for this activity.</p> <p>Break into small groups to discuss questions & report out in larger classroom</p> <p>Leadership Essentials Homework?</p>
8:30 pm	<p>HOMEWORK EXERCISE</p> <p>Create a blog entry and post first impressions on newly created Facebook Group Page</p>	<ol style="list-style-type: none"> 1. Provide time for 30 minute capture of first impressions. 	<p>Need access to computers if possible onsite.</p>

FRIDAY SCHEDULE

LEADERSHIP SKILLS AND CONCEPTS

Time	Event	Objective	Methodology/Process/Notes
7:00 am	BREAKFAST		
8:00 am	LEADERSHIP BEYOND BOUNDARIES <ul style="list-style-type: none"> ▪ Social Identity 	<ol style="list-style-type: none"> 1. Recognize and appreciate how my identity fits into the global context. 2. Understand how I group people and how I like to be grouped. 	Reconnect to ACS Lead in to Mental Models
9:00 am	LEADERSHIP ESSENTIALS <ul style="list-style-type: none"> ▪ Mental Models 	<ol style="list-style-type: none"> 1. Begin to understand how your mental model influences how you see, think, and engage with the world. 2. Deepen Self Awareness 3. Increase our understanding about how we can learn and grow. 	Leadership Essential Components (Individual Leaders Development) Connect Mental Models to Social Identity & Visual Explorer (images of effective leadership) <ul style="list-style-type: none"> ↳ ... deeply embedded patterns that influence what we attend to and ignore; automatic thinking; ↳ Tactics for learning from mental models <ul style="list-style-type: none"> - Turning the mirror inward - Learningful conversations Making your thinking open to the influence of others. Connect to Inner Development & External Polishing (Turning the mirror inward.)
10:00 pm	IMAGES OF EFFECTIVE LEADERSHIP <ul style="list-style-type: none"> ▪ Visual Explorer ▪ Global Authentic Leadership 	<ol style="list-style-type: none"> 1. Engage participants about the various perspectives on effective leadership and use it as a base to build and compare back to later in the program. 	Meaning making tool Inner Development & External Polishing Keep LE pictures to use a comparison at the end of this seminar. Fill out Global Authentic Leadership Prior to Coming

11:00 am	<p>LEADERSHIP ESSENTIALS (Continued)</p> <p>TEAM BUILDING EXERCISES (with leadership essentials)</p> <ul style="list-style-type: none"> ▪ Review Leadership Essentials ▪ Feedback is a gift 	<ol style="list-style-type: none"> 1. Understand and appreciate that Feedback is a Gift. 2. Learn CCL's model on how to give and receive effective feedback. 3. Pass out peer feedback assignments and begin to collect observations on peers. 	<p>Leadership Essential Components (Individual Leaders Development)</p> <p>Feedback: Situation, Behavior, Impact (SBI)</p> <ul style="list-style-type: none"> ▪ 80/20 ▪ Honest & Kind
12:00 pm	LUNCH		VE BLOG POST
1:00 pm	<p>PUBLIC SPEAKING & COMMUNICATION</p> <p>LEADER SORT PROCESS</p>	<ol style="list-style-type: none"> 1. Understand the element of the Communication model. 2. Active Listening via Audience Q&A Session 	<p>Small group discussion and consensus building through Leader Sort exercise.</p> <p>Group presentations for Top of Pyramid, Middle, Base and Why?</p> <p>Audience Q&A focused on Active Listening / Public Speaking</p>
2:30 pm	BREAK	<ol style="list-style-type: none"> 1. Research shows that every 90 – 120 minutes a break should exist. 	
2:45 pm	<p>7 DIMENSIONS OF GLOBAL LEADERSHIP</p> <ul style="list-style-type: none"> ▪ Self-Assessment and Reflection 	Learn personal preferences / consider cultural and generational differences in personality styles.	Group U-shapes around areas of priority for individuals.
4:00 pm	<p>THE CREATIVE LEADERSHIP PROCESS</p> <ul style="list-style-type: none"> ▪ Tower Exercise 	<ol style="list-style-type: none"> 1. Appreciate that in given the worlds challenges, creative leadership is a need. 2. Practice creative problem solving. 	<p>Tower Exercise (straws, tape, breakout rooms)</p> <p>Flipchart paper for marketing campaign (if needed)</p> <p>Voting sheets (sm squares)</p>
5:30 pm	DINNER		VE BLOG POST
6:30 pm	<p>LA GROUP DISCUSSION</p> <ul style="list-style-type: none"> ▪ Review activities of the day ▪ Discuss Leadership Essential Questions 	<ol style="list-style-type: none"> 1. Opportunity for LA Groups to have peer based conversations which will assist in the processing of content. 	<p>LA guide has leading questions for this activity.</p> <p>Break into small groups to discuss questions & report out in larger classroom</p>

	<ul style="list-style-type: none"> ▪ Prep for Saturday Skits 	2. Reinforce the learning from the day.	
7:15 pm	FULL GROUP DEBRIEF LEADERSHIP TESTIMONIAL	1. Meaning Making 2. Understand aspects of Global Diversity	Inner Development & helps understand who am I
8:00 pm	LEADERSHIP AT THE MOVIES & DISCUSSION	Deepen the learning from the day by helping participants recognize leadership essentials and models in everyday life.	

SATURDAY SCHEDULE

LEADERSHIP IN TEAMS: COMMUNICATION, EQ, ETHICS, CONFLICT

Time	Event	Objective	Methodology/Process/Notes
6:30 am	EARLY MORNING HIKE LEADERSHIP & FITNESS	1. Start the day off with work life balance message.	Research shows the importance of taking care of your entire self.
7:30 am	BREAKFAST		
8:00 am	POP QUIZ <ul style="list-style-type: none"> ▪ What have we learned so far? 	1. Participant reflection on prior learning	Have students create questions in line with each of the major leadership essentials they have covered so far. Small group activity and posting of Questions.
9:00 am	LEADERSHIP ESSENTIALS (Continued) <ul style="list-style-type: none"> ▪ Learning Curve ▪ Development is Dynamic 	2. Appreciation that learning, like leadership, is a life long journey. 3. What got you here, will not get you there...	Leadership Essential Components Learning Curve Development is Dynamic “The fear of not looking good is the one of the biggest

			barriers to learning..." – Peter Senge Comfort Zones?
9:30 am	LEADERSHIP BEYOND BOUNDARIES	1. Learn and apply activities that bridge boundaries	Oldest leadership Conference in the US bridges white collar and blue with: An age old tradition - Songs
9:00 am	LEADERSHIP & ETHICAL DECISION MAKING STORM WARNING / VALUES EXPLORER	1. Understand the ethics of positive leadership. 2. Better understand personal values and leadership character.	Ethical & Moral Reasoning Electricity Case (3pgs) Values Explorer Leadership & Ethical Decision Making PowerPoint
10:30 am	BUILDING EFFECTIVE TEAMS ▪ FIND A SPOT ▪ MAZE ▪ TRAFFIC JAM	1. Opportunity to practice and understand the components of team work. 2. Opportunity to apply Leadership Essentials components: ACS, DAC. 3. Opportunity to collect peer feedback observations.	Reconnect to earlier Leadership Essentials: DAC, ACS, FEEDBACK, Learning... Flipchart paper for tallying group rankings Johari Window.ppt Desert Video <i>Johari Window</i> Desert Situation Group Consensus Desert Ranking Sheet Desert Rationale Questions for Feedback
12:30 pm	LUNCH	LUNCH SKIT GROUPS	Start preparing for Skits & Group Picture
1:30 pm	LEADERSHIP ESSENTIALS (Continued) ▪ Emotional Intelligence (EQ)	1. Understand how EQ plays an important role in team interactions. 2. Develop a greater understanding about how emotions effect how you live.	Emotional Intelligence (EQ) Goldman's Self Assessment Correlations with effective leadership & derailment factors (B'marks, BarOn study) Generally recognized elements: Self Awareness Social Awareness Self Management Relationship Skills

			ColorBlind Activity?
2:30 pm	CONFLICT	<ol style="list-style-type: none"> 1. Understand the value of conflict 2. Recognize how my choices impact my behavior and involvement in conflict. 3. Start to develop competency in positively responding to conflict. 	<p>Conflict Model:</p> <p>Feel, Think, Choose, Do, Feel</p> <p>How does it help? How does it hurt? How do I handle it?</p>
4:30 pm	FREE TIME / PROCESS TIME	<ol style="list-style-type: none"> 1. Renewal and reflection as an important part of development 	
5:30 pm	LEADERSHIP BANQUET DINNER		WISDOM EXPLORER
7:00 pm	LA GROUP DISCUSSIONS	<ol style="list-style-type: none"> 1. Opportunity for LA Groups to have peer based conversations which will assist in the processing of content. 2. Reinforce the learning from the day. 	Back Home Leadership Issues
7:30 pm	LARGE GROUP DISCUSSION OF ISSUES	<ol style="list-style-type: none"> 1. Provide the opportunity for questions and clarifying conversations. 	
8:30 pm	SETTING UP THE SOLO	<ol style="list-style-type: none"> 1. Prepare for a solo event 	<ul style="list-style-type: none"> ▪ Instructions for the solo (give to LA's to hand out) ▪ Power of One video
	THE SOLO	<ol style="list-style-type: none"> 1. Provide a time and place to unplug and process the leadership learning. 2. Begin to think about how to apply this back home and in the future. 	<p>Inner Development & External Polishing</p> <p>CCL staff to sit be available for consultation</p> <p>Bring "Thank you" notes for LA's</p>

SUNDAY SCHEDULE

FEEDBACK, GOAL-SETTING, PROGRAM CLOSE

Time	Event		Methodology/Process/Notes
7:00 am	BREAKFAST		
8:00 am	SPIRIT & LEADERSHIP	1. Connect who you are at your core to your personal leadership journey.	Devotions, Reflections, Story Telling
9:00 am	PEER FEEDBACK SESSION	1. Practice giving and receiving feedback. 2. Understand the important of feedback.	Is there a way to build in mentor/coach feedback? Rotary provide a mentor/coach to participants...work with them all year? 360 Developmental Assets in the future
11:00 am	SERVICE LEARNING CHALLENGE	1. Bring your learning and leadership home and practice it in your community.	Face book projects
11:30 am	YOUR NEW LEADERSHIP DEFINITION: <ul style="list-style-type: none"> ▪ Visual Explorer TAKING THE LEARNING HOME <ul style="list-style-type: none"> ▪ Action Planning/Goal Setting ▪ Letter to a friend 	1. Apply your leadership learning to a new definition and vision for your leadership and life. 2. Set goals to enact when your re-enter your home community. 3. Plan on developing a community of support.	Visual Explorer set <u>Notebook:</u> <ul style="list-style-type: none"> - Motivators - What makes an effective goal - Goal Target Window - Personal Asset Worksheet - Goal Planning sheets - HO <p>To Whom much is given, much is expected. How will you apply what you've learned? Consider forming a Personal Board of Directors or a Community of Allies.</p>
12:30 pm	LUNCH		
1:00 pm	EVALUATIONS & GROUP CLOSING	1. Collect individual evaluations. 2. Pass out certificates and pictures. 3. Reinforce learning from this program.	Have participants address envelopes to self (inserting goals and solo) – DO NOT SEAL!!! Remember to write your "Thank You letters" (reference notebooks) Is there value in having teens sit with their parents to review, teach and share what their goals are moving forward...how this helped them?

2:00 pm	DEPARTURE		
	TEAM DEBRIEF		Review daily schedule for issues or things that went really well.