

The LeaderShape® Institute

Effective leadership produces results — exceptional improvements not only in companies and organizations, but also in communities, families, and groups. Wherever you are, there's a need for you to lead.

Named by the W.K. Kellogg Foundation as an "exemplary program," The LeaderShape Institute is an intensive, energizing, six-day educational experience designed to equip young adults to become extraordinary leaders. Each session of The LeaderShape Institute is comprised of approximately 60-70 students — ages 17-25 — from diverse ethnic, religious, and cultural backgrounds. The Institute's curriculum is presented by a group of facilitators who are all highly respected in their own professions and serve as excellent role models for the students.

Much of the week's work is done in small groups we call Family Clusters, which create a safe, supportive learning environment. Participants work together, form close friendships, and benefit from new perspectives. Each person in the Family Cluster works to define a personal vision — an extraordinary commitment to changing or contributing to the world in a positive way.

Based on that vision, participants then develop a blueprint for the action they will undertake when they return home — with the objective of effecting meaningful, measurable change in their organization or community during the next 9-12 months. With the guidance of LeaderShape facilitators, participants complete a blueprint that identifies the goals, relationships, and action steps that are essential to the project's success.

The LeaderShape institute helps participants explore not only what they want to *do*, but who they want to *be*. We believe integrity is at the heart of leadership. As a result, the Institute creates space to identify core values and explore how individual choices have an impact on congruence and how we are perceived as leaders.

The LeaderShape Institute environment resembles a laboratory more than a formal classroom. Students are encouraged to reflect, practice new skills, risk new behaviors, and give and receive feedback, in a safe, supportive atmosphere. The program is attentive to a wide range of learning styles and grounded in We believe everyone at The LeaderShape Institute is a teacher and everyone is a learner.

Distilled to the essential, The LeaderShape Institute works to help participants achieve four primary outcomes:

- To increase their commitment to acting consistently with core ethical values, personal values, and convictions.
- To increase their capability to develop and enrich relationships as well as to increase their commitment to respecting the dignity and contribution of all people.
- To embrace the belief in a healthy disregard for the impossible.
- To develop the capability to produce extraordinary results.



*A not-for-profit organization
committed to developing young
adults to lead with integrity.*

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Highlights from the Curriculum

DAY 1: "Building Community"

You'll begin to explore what leadership means and discuss its core components. You'll meet the other participants in the "Learning Community," and you'll also join 8-12 other young adults in a group called the "Family Cluster." As your primary reference group, the Family Cluster will offer you feedback, support, and help you develop and refine your vision for the future.

DAY 2: "The Value of One, The Power of All"

You'll begin the second day in an experiential team-building activity. By working your way through a series of initiatives and discussions, you'll discover how relationships, trust, and problem solving can be enhanced in a supportive group setting.

Next you'll add another dimension to your self-awareness by completing a behavioral style inventory. From that information, you'll have an opportunity to set several personal goals for the week and share those with members of your Family Cluster. You'll also participate in exercises which explore the concept of "inclusive leadership" and how to create communities which value respect, openness, and diverse opinions.

DAY 3: "Challenging What Is, Looking to What Could Be"

Creating a powerful vision is one of the most important aspects of leadership! During this exciting day, you'll begin work developing your own vision for the future which defines a bold change for your community, group, cause, or organization back home.

The evening will conclude with a Guest Leader Forum and Reception. This is your opportunity to interact with significant leaders in business, education, and many different professions. Using an informal question-and-answer format, these individuals will share their insights and experiences related to the challenges of "leading with integrity."

DAY 4: "Bringing Vision to Reality"

A vision is only a dream unless it results in action. Three key requirements will be discussed (relationships, stretch goals, and action steps) which move a vision forward. In addition, the issue of power will be explored in a dynamic group simulation exercise.

DAY 5: "Living and Leading with Integrity"

The concept of "integrity" is a challenging one, but central to LeaderShape's philosophy of lifelong leadership development. You will discuss how core ethical values, thoughtful decisions, and courage all play critical roles in sustaining integrity and fostering trust and respect. During the afternoon, you'll have open time to discuss "burning issues" before you prepare for a creative Family Cluster LeaderShape Revue in the evening.

DAY 6: "Staying in Action"

On this final day, you'll prepare to return home and face your responsibilities as a LeaderShape graduate who practices the discipline of "leading with integrity." You'll learn what it means to be a part of the nationwide LeaderShape community - a network of mutual encouragement and support. A Learning Community commencement ceremony concludes the week.