



2011 Curriculum Summary

LEARNING OBJECTIVES

At the end of this program, participants should:

- Better understand their community. Its past, its strengths and potential, its future direction and priorities. Participants will understand our community challenges and together will find ways to meet them.
- Have contributed to the development of a shared vision for the community.
- Develop a personal community leadership vision, including a self-assessment of one's skills. This will include a plan for participation that will result in a significant, measurable contribution to the key issues and goals of the community.
- Understand what is meant by a sustainable community and how to contribute to its development.
- Be able to network effectively and confidently with existing community leaders and expand their personal network.
- Be motivated and committed to participating in a community project or contributing to a community organization.
- Have had an opportunity to explore ways they can effectively participate in a community-based project or community board.

WEEKLY CURRICULUM

2-Day Opening Retreat, Friday/Saturday (with overnight stay)

Objectives:

- Build awareness of the overall objectives and content/format of the community leadership program
- Determine indicators of success for each participant
- Begin building a sense of team and familiarity amongst participants
- Enhance participant knowledge of the community - its past, strengths, potential, future direction and priorities
- Begin participant reflection and skill building on team dynamics
- Introduce the concept and use of a “personal leadership journal”
- Build awareness of principles of effective leadership
- Identify and assess leadership strengths, opportunities for improvement, and priorities for personal growth
- Develop an appreciation for differences in people’s leadership approaches
- Build awareness of the principles of effective mentorship. Participants will apply these principles to the development of a personal mentorship plan and experience

Workshop 1 – Leadership for Social Change

Objectives:

- Develop an understanding of how to create and articulate a vision of the healthy and vibrant communities people envision and strive for
- Determine the connection between leadership vision and transformative changes in the condition of a community
- Develop an understanding of the process of facilitating change, including potential barriers and levers, and the implications for leadership
- Enhance motivation for wanting to help bring about social change and an understanding of the role one might play

Workshop 2 – Leadership for Effective Teams, Conflict Resolution and Communication

Objectives:

- Identify the attributes of effective teams and the implications for team leaders in embracing diversity
- Identify sources of conflict and effective strategies for conflict resolution
- Identify principles of effective communication, including active and empathetic listening
- Practice conflict resolution and effective communication skills
- Increase one’s confidence in these areas and to identify personal goals for improvement

Workshop 3 – Leadership for Healthy Communities

Objectives:

- Identify key principles and elements of healthy and sustainable communities (financial, social, environmental)
- Understand the specific challenges of helping to develop Guelph and Wellington as sustainable communities and who is working to address these challenges
- Develop an awareness of what roles individuals can play in supporting sustainability
- Motivate participants to get involved in a sustainability project once the program is over
- Develop further awareness of one's strengths and opportunities as a leader

Workshop 4 – Leadership for Inclusiveness

Objectives:

- Gain an understanding of the current and anticipated diversity in the community
- Better understand the benefits and challenges associated with such diversity
- Enhance the ability to value and work with all members of the community
- Develop skills related to intercultural communication

Workshop 5 – Leadership for Effective Governance

Objectives:

- Understand the core role that leadership plays in governance and oversight for community benefit
- Understand the responsibilities and roles of boards, from the legal and structural perspective
- Consider engagement, resource development and operational oversight roles
- Learn tips to run effective meetings
- Learn how to recruit, select, orient and train volunteers and board members
- Plan for the succession of key leaders

Workshop 6 – Enabling and Engaging Others

Objectives:

- Enhance appreciation of how to enable and engage others
- Raise awareness of the elements of effective presentations
- Build awareness of the principles of effective networking, to apply these principles to a networking experience, and to provide participants with feedback on their effectiveness at networking

Workshop 7 – Effective Decision Making, Time Management and Work-Life Balance

Objectives:

- Principles of effective decision making
- Principles of effective time management
- An enhanced appreciation of the need for work-life balance and ideas for how to achieve it

Workshop 8 – Managing Effective Projects

Objectives:

- To develop an awareness of the steps of project management including goal setting, planning, and implementation
- To develop the ability to analyze a financial statement and an appreciation for what is involved in managing a budget
- Personal assessment in project management
- To prepare participants for the final workshop

Closing Leadership Workshop

Objectives:

- Integrate and apply the lessons learned throughout the course
- Finalize personal leadership development plan
- Review the mentorship aspects of the program
- Refine networking skills
- Thank everyone who has been associated with the program