



## **Leadership Institute of New Sudan Program Design**

### **Module One: Leadership**

#### **Objectives:**

- Give participants an understanding of the overall program; its components and purpose
- Develop participants towards being a supportive, cooperative, purposeful learning community
- Initiate working sub-groups
- Introduce Leadership with an emphasis on positive influence and participatory engagement: not power and position
- Introduce Community Development: a path forward despite limited resources
- Provide participants with learning experiences in which they can test and develop themselves as individuals and leaders
- Begin to capitalize on learning experiences provided by the contrast of being in Denver Colorado

### **Module One Format**

The focus of module one will be to bring to life the topics of leadership, teamwork, ethics and values. We are more interested here in participants gaining a visceral understanding and an internalization of these subjects rather than gaining a great deal of theoretical knowledge of the subjects. Consequently Module One will be highly experiential with a variety of individual and team exercises, individual and group reflections, self-assessments and peer feedback. Content and theory will be utilized primarily as a cognitive framework to interpret and support the experience-based learning.

### **Module One Content**

#### **Leadership**

- What is Leadership? What do leaders do? Definitions, examples
- Some theories on Leadership: innate, trait, situational, authoritative, participative, expert and transactional

- Case Studies: Dr. John Garang, Nelson Mandela, Steve Biko, Mahatma Gandhi, San Suu Kyi, Martin Luther King
- Discovering our own unique leadership talents
- Leadership Style self-assessment
- Cultural and situational dimensions of leadership

### **The Challenges of Leadership**

- Communication: skillful communication
- Vision: creating a positive and engaging image of how things could be different
- Values, Morals and Ethics: leaders cast a long shadow: through their actions, leaders create the moral playing field of the group or organization and determine the ethical code of conduct.
- Accountability, Power, Authority: potential pitfalls

### **Groups and Teams**

- Understanding the nature and power of Teams (and their shortcomings as well)
- Team Hierarchy of needs: Goals, Roles, Processes, Relationships
- Group Development Process: Form, Storm, Norm, Perform
- Leading or facilitating a team

### **Community Development**

- An introduction to the concept and practice of Community Development
- Overview of the field: examples and case studies
- The practice of Community Development: what does a CD leader/facilitator do?

---

By: Bill Daniels; Marie Antoinette Orsini; Diana Orejas; Challenge Learning International (Geneva)

All Content Copyright © 2009, Leadership Institute of New Sudan – (LIONS)