PRINCIPLE-CENTERED LEADERSHIP IN NONPROFIT ORGANIZATIONS

Facilitated by Anita Foeman, Ph.D. and Nate Terrell, LCSW

TRAINING OVERVIEW

Principle-centered leadership training is most effective when participants are provided with an opportunity to develop, discuss and practice specific skills they can use in their nonprofit organization maximize their effectiveness and help achieve the organizational mission. Therefore, we utilize a “group work” model which incorporates presentation, small and entire group discussion and experiential exercises such as role-play. Although the tenets of principle-centered leadership are taught and reinforced throughout this training, our major focus is on the concerns and needs of participants.

TRAINING GOALS - Enable participants to:

1) Sharpen their principle-centered leadership skills in areas such as effective communication, team building, conflict resolution, negotiation, diversity awareness and problem-solving;

2) Identify and resolve specific problems which impair their ability to function effectively within their organization;

3) Develop awareness of their personality profile and become more interpersonally effective;

4) Learn how to use “Type II” solutions to solve problems more effectively;

5) Achieve self-identified goals and create a “mission statement” which maps out what they plan to do to become more effective within their nonprofit organization.

FIRST DAY OF TRAINING

I. INTRODUCTION

A) Change from “inside out” rather than “outside in.”

B) Tenets of principle-centered leadership.

C) Training as a “laboratory” within which participants can develop specific skills and strategies.
II. WARM UP ACTIVITY - Participants report what they would like to achieve from training and their most effective leadership skill.

III. DIFFERENTIAL LEADERSHIP STRATEGIES: SHARKS, CARPS AND DOLPHINS (Presentation)

IV. SMALL GROUP ACTIVITY - Participants break up into pairs to discuss how they can empower carps, work effectively with sharks and become more dolphinesque.

V. WHOLE GROUP DISCUSSION - Participants report back to the group what they discussed and an inventory of dolphin qualities is developed.

VI. CONFLICT RESOLUTION AND NEGOTIATION STRATEGIES (Presentation)

VII. WHOLE GROUP DISCUSSION - Participants discuss the effectiveness of their current conflict resolution and negotiation strategies and which strategies they would like to utilize in the future.

VIII. SMALL GROUP DISCUSSION – Participants break up into small groups to develop role-plays that demonstrate the effective use of conflict resolution strategies.

IX. ROLE-PLAYS – Each group demonstrates their role-play for the entire group.

X. IDENTIFICATION OF INDIVIDUAL PERSONALITY PROFILES - Participants complete the DiSC Personality Profile.

XI. SMALL GROUP ACTIVITY – Participants group up with others who share their personality profile and identify what they value about their personality type, what gets them in trouble and what they would like others to better understand about them.

XII. WHOLE GROUP DISCUSSION – Each small group reports back to the entire group what they discussed.

XIII. STRATEGIES TO PROMOTE DIVERSITY AND CROSS-CULTURAL UNDERSTANDING (Presentation)

XIV. SMALL GROUP DISCUSSION - Participants discuss their cultural/racial background and/or gender impacts their behavior, perspectives, etc. within their work environment

XV. ENTIRE GROUP DISCUSSION – Each small group reports back what they discussed to the entire group.
SECOND DAY OF TRAINING

I. STAGES OF TEAM/COMMUNITY BUILDING (Presentation)

II. ENTIRE GROUP DISCUSSION – Participants discuss what stage of team building their non-profit organization is currently in and what they can do to reach or maintain community

III. NINE DOT ACTIVITY – Participants attempt to complete the “nine dot” activity. The facilitators then demonstrate how it is done to any participants who were not able to successfully complete this activity and discuss the point of this activity.

IV. HOW TO SHIFT PROBLEM-SOLVING PARADIGMS BY IDENTIFYING “TYPE II” SOLUTIONS

V. THE DEEP DIVE (Video)

VI. ENTIRE GROUP DISCUSSION – Participants discuss their reactions to The Deep Dive and how they could incorporate the ideas discussed in this video within their nonprofit organizations.

VII. RULES FOR EFFECTIVE ‘BRAINSTORMING.”

VIII. SMALL GROUP ACTIVITY – Participants break up into small groups, identify a challenging problem they all face and “brainstorm” possible solutions to this problem. They then develop objective criteria to assess the viability of each solution and use it to choose the best one.

IX. WHOLE GROUP DISCUSSION – Each group reads the solutions they developed and explains why they selected the one they did.

X. STRATEGIES TO CREATE DEEP ORGANIZATIONAL CHANGE (Presentation)

XI. ENTIRE GROUP DISCUSSION – Participants discuss what they have done or would like to do to help promote deep organizational change within their organizations.

XII. MISSION STATEMENTS - Participants complete a personal inventory sheet and report how they plan to use their leadership skills to become more effective.

XIII. WRAP UP AND EVALUATION