



Leadership Tri-Cities

Leadership Development Component

March 2018

Overview

The mission of Leadership Tri-Cities (LTC) is to assemble, develop, and educate a diverse cadre of skilled leaders who will be catalysts for positive change in our community. The primary goal of the “Leadership” part of Leadership Tri-Cities is to aid you in development of your own set of leadership tools to affect positive change in both your parent organization and the Tri-Cities community as your scope of influence grows. The curriculum is constructed to enrich your development as emerging leaders personally, professionally, and in the community. The 3 elements of LTC are:

- Educate current and future leaders about the community and themselves (Primary)
- Develop connections, between class members, alumni, and community leaders (Secondary)
- Improve leadership skills of class members (Tertiary)

The core components of the LTC leadership curriculum are based in the Five Practices of Exemplary Leadership from the book *The Leadership Challenge* by James Kouzes and Barry Posner.

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

Description

The LTC leadership curriculum consists of 4 main elements:

- DiSC Work of Leaders Profile Assessment

The DiSC profile assessment is a personality based profile assessment. The assessment will be completed prior to the retreat with reports shared with class members during the retreat.

- Monthly Reading Assignments from *The Leadership Challenge*

Starting in August, class members will complete reading assignments for each of the 5 Practices of Exemplary Leadership. Copies of *The Leadership Challenge* will be provided to participants as part of the course. The Leadership Practices and reading assessments are built to allow the class to complete all sections of *The Leadership Challenge* by graduation.

- Monthly Homework Assignments for Reflection and Application of the Five Practices of Exemplary Leadership

Class members will have reflection and application activities from *The Leadership Challenge Workbook*. Additional articles or videos may also be included.

- Group Discussions on Session Days



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The beginning of each session day, class members will discuss a specific Leadership Practice. These discussions will be facilitated by an LTC Alumnus and last approximately 30 minutes. The discussions should center on sharing relevant experiences, stories and any “aha” moments had by classmates through reading or homework assignments.

Additionally, 15 minutes will be used for reflection at the end of each session day for class members to reflect on the day’s content including the Leadership Practice.

August Class Retreat

The goal of the class retreat in August is for class members to experience personal reflection and gain a better understanding of their leadership strengths and weaknesses (day 1) and to continue the process of teambuilding as a class (day 2). The DiSC Work of Leaders Profile Assessment will be completed before the retreat with discussion of results at the retreat. Class orientation and elections are also part of the Retreat.