



What is the LeadershipPLENTY® Institute?

The LeadershipPLENTY® Institute is a transformational leadership development program created by Civic Change, Inc. for people interested in developing and enhancing their leadership skills to allow them to work more effectively within their communities and respective organizations. Today's Action Tomorrow's Leaders (TATL), a steering committee established through the Community Visioning Project for the specific purpose of *equipping leaders*, implemented the LeadershipPLENTY® Institute-Waco in the greater Waco area in 2011 and offers it to individuals who are selected to participate at no cost through underwriting provided by Waco Foundation. The program was established by TATL to identify and develop leaders who are passionate about improving our community. The skills gained from the program are useful not only in helping to enhance our community and address important issues, but also serve to develop leaders within both the public and private sectors for future service. Individuals representing both for-profit and not-for-profit organizations can benefit from this training, as well as community and school volunteers, retired individuals, people who are new to our community who want to gain meaningful connections. There is something for everyone and every participant will benefit from relationships built with fellow participants, facilitators, and LeadershipPLENTY® alumni. TATL believes that the enhancement of our participants' individual leadership skills and, more generally, the cultivation of effective leadership will impact our community for the better.

Who is LeadershipPLENTY® for?

The program is designed for individuals of varying backgrounds, occupations, and experiences. It provides the opportunity to enhance leadership skills, network with other community leaders, and to gain a broader perspective of our diverse community and the richness that such diversity brings. LeadershipPLENTY® provides insight into how one's talents and leadership can benefit the community. Participants can expect to gain or enhance existing skills in meeting facilitation, conflict resolution, creative problem-solving, effective communication, building strategic partnerships, as well as many other areas, while learning how and when those skills can best be applied.

How can you participate in LeadershipPLENTY®?

Individuals can apply directly to The LeadershipPLENTY® Institute online and they may also be nominated to apply. A nomination is not required to apply; most applicants to the program have not been nominated. Applicants must submit the name of at least one person to serve as a reference at the time the application is submitted. The reference(s) will receive an email requesting that they complete an online reference form on your behalf that is easy and convenient to complete. Applicants who are nominated are still required to submit a formal application. Application forms are available on the todaysactiontomorrowleaders.org website or can be requested by emailing Kasey Ashenfelter at LPI@todaysactiontomorrowleaders.org (hard copy applications are available upon request). Applicants who are accepted to be part of the Institute will be notified on or before September 4, 2020. The online application can be accessed through this link: https://wacofoundation.formstack.com/forms/lpi_application

What is the commitment?

Participants are required to attend ten scheduled sessions over the course of six months which cover 10 modules of skill development. Sessions are held semi-monthly from late September through the end of February and each module averages 4-5 hours in length. A morning and an evening Institute are offered simultaneously on the same day to accommodate participants' varying schedules. Given the considerable investment being made to underwrite tuition for each of the participants in this program, the Institute encourages graduates to make use of the skills learned by engaging with the community in a tangible way and in an area that interests them.

What can I expect to learn?

Module One: Finding Leaders Within—How can we creatively and collaboratively use our individual skills to build community leadership?

Module Two: Identifying Community Assets—How can we identify undervalued assets in our community? Can we be more inclusive in identifying our community's leadership potential?

Module Three: Managing Groups for Results—How do our different backgrounds and experiences affect our participation in groups? How can team members communicate more effectively with each other?

Module Four: Making Meetings Work Better—How do conflict and tension play an integral role in group work? What are some techniques for facilitating productive meetings that accomplish specific results?

Module Five: Managing Conflict—How can we better understand conflict and its role in community work? How can conflict work for us rather than against us?

Module Six: Building Strategic Partnerships—How can we organize an effective partnership? How can we minimize the risks that come with partnerships?

Module Seven: Moving from Talk to Action—How do leaders plan and actually get started on a community change project? How can we achieve measurable outcomes along the way? How do we know if our action plan is working and how can we adapt our plans to changing conditions and needs?

Module Eight: Valuing Evaluation—How do we evaluate our projects and our progress?

Module Nine: Communicating for Change—How do we inform others about the importance of this work? How do we communicate our message to different audiences? How and when should we approach the media or publicize an event?

Module Ten: Facing the Challenge of Racism and Race Relations—How does race affect the way our community addresses problems? How can dialogue help a group move forward on a tough issue such as racism?

2020-2021 Calendar

Deadline:	August 12, 2020
Module 1:	September 29, 2020
Module 2:	October 13, 2020
Module 3:	October 27, 2020
Module 4:	November 10, 2020
Module 5:	December 8, 2020
Module 6:	January 5, 2021
Module 7:	January 19, 2021
Module 8:	February 2, 2021
Module 9:	February 16, 2021
Module 10:	February 23, 2021
Graduation:	March 23, 2021

Leadership Characteristics We Look For in LeadershipPlenty® Participants

Integrity - A strong sense of what is right and a demonstration of ethical practices that set the tone for others.

Courage - The strength to act in accordance with your own values and the greater good despite pressures pushing you in other directions. The ability to put what is right before the desire to be popular.

Vision - A strong sense of where you are going as a person and where you think society, your community, and your organization should be going--and how it/they might get there.

Innovative Thinking - Open to new ideas and a willingness to take calculated risks; the ability to "think outside the box."

Wisdom - Intelligence coupled with insight and empathy, as opposed to raw intelligence.

Belief in Others - The desire to build the capabilities of others, praise them where appropriate, go to bat for them when appropriate, provide them with helpful feedback, and motivate them to do their best.

Insight - The ability to see the big picture, coupled with a strong awareness of what stage you are on along the path, and intuit problems before they arise or before they become insurmountable.

Good Humor - The ability to laugh at oneself and relieve tense or stressful situations with humor and grace.

Leadership Characteristics That Will be Enhanced Through LeadershipPlenty®

Self-Awareness - Gain insight into your own values, passions, skills, strengths, and weaknesses. Further develop the ability to acknowledge and learn from mistakes and to seek information to fill knowledge gaps.

Confidence - Further develop the belief in your own ability to confront challenges facing you and others.

Enthusiasm - A sincere interest in the people, issues, and events around you. The ability to demonstrate a positive outlook while exploring possibilities to create effective change, coupled with the energy to guide ideas towards fruition.

Creative Problem-Solving - Develop innovative and effective solutions to old and emerging problems.

Adaptability - A willingness to be flexible and to respond quickly and effectively to changing circumstances, along with a commitment to continual learning--formal and informal--and the ability to put that learning into practice.

Strong Interpersonal Skills - The ability to interact harmoniously and collaboratively with others in a way that inspires and supports those around you, while being prepared to deliver and accept criticism and feedback diplomatically.

Effective Communication - A willingness and ability to listen to and understand the thoughts, ideas, and concerns of others while communicating your own in a clear, credible and authentic manner. The best leaders have learned that effective communication is as much about authenticity as the words they speak and write.

Peer Respect - Demonstrate respect and humility, allowing others to capably lead discussions, maintain discipline, and encourage the contribution of others. Strong leaders are noticeably grateful for the effort and performance of their teams. Their executive presence is genuine and true. They make those around them feel that they matter and they welcome constructive dialogue regardless of hierarchy or rank.

Competence - The capacity to understand a situation and to act prudently with the knowledge of what needs to be done, as well as what it will take to accomplish it. Confidence in one's ability to lead and perform the necessary tasks at hand.

Delegation Skills - A willingness to trust others and cede some responsibility.

How can LeadershipPlenty® benefit your organization?

While the purpose of the LeadershipPlenty® Institute is to develop leaders within the community, the leadership skills acquired and enhanced through the program will benefit every organization. Ultimately, a strong community will benefit the organizations within it, just as strong organizations will enhance the greater community. LeadershipPlenty® Waco offers the following benefits to organizations that encourage and facilitate participation in the program:

- the opportunity to connect with leaders and decision-makers in Waco;
- the opportunity to invest in Waco and surrounding communities;
- the opportunity to broaden your organization's outreach and awareness through networking and relationship-building;
- a deeper understanding of what is happening in our region and how your organization might be involved;
- the opportunity to develop stronger leaders within your organization;
- the opportunity to be involved in building a stronger community for a brighter future.

Apply at https://wacofoundation.formstack.com/forms/lpi_application

To learn more, visit todaysactiontomorrowleaders.org. For questions, contact Kasey Ashenfelter at lpi@todaysactiontomorrowleaders.org or call (254) 710-6866.