



Leadership for Justice September 2017

Introduction, Syllabus & General Information

Leadership for Justice equips equal justice leaders with the competencies needed to work in highly diverse settings, to help their organizations navigate and succeed in increasingly complex economic and policy environments, and to understand and address the high-stake challenges facing the clients and communities they serve.

Built upon five core practices that distinguish effective equal justice leaders, *Leadership for Justice* focuses both on sharpening leadership skills needed for effective external advocacy, as well as on the individual self-awareness and interpersonal skills needed to lead with authenticity and cross-cultural competency.



Course Structure: The *Leadership for Justice* course **takes place over two weeks** with online activities during the week of September 4, 2017 and onsite activities on September 12 – 15, 2017.

Learning objectives: This multi-day, transformative online and in-person training program will prepare advocates to:

- Communicate individual and institutional values, vision and mission, and motivate and engage others in pursuit of a shared purpose.
- Utilize systems thinking tools to analyze problems and develop effective, feasible solutions to achieve your goals.
- Engage diverse stakeholders in problem-solving and solution development in ways that build, maintain and develop relationships of trust and respect.
- Identify your personal values, behaviors, and styles, including how these are perceived by others, along with insights into their potential impact on your leadership effectiveness.
- Identify your leadership strengths and areas for improvement and build a plan for continued leadership development beyond the course.

Time Commitments: This training involves a significant time commitment. Since the training takes place over two weeks (see table below for details), it is essential that you clear your schedule for the times outlined below so you can participate in all activities. NOTE: All times are Eastern (ET).

Syllabus: This syllabus provides an overview of the initial online activities during Week 1 – Monday, September 4 – Friday, September 8, 2017 as well as the schedule for onsite activities on Tuesday - Friday, September 12 - 15, 2017.

Online Activities

Monday, September 4 – Friday, September 8, 2017

Following is a list of all online course activities.

(By) when	Activity	Time
By Tuesday, August 1, 2017	360 Feedback <ul style="list-style-type: none"> Submit names of individuals to provide feedback - through the 360 Feedback survey - on your leadership strengths and areas for growth. 	10'
By Tuesday, Sept. 5, 2017	Getting Stated. <ul style="list-style-type: none"> View online course tutorials and introductory materials. 	30'
	Introductions. <ul style="list-style-type: none"> Introduce yourself through the online Discussion forum. 	15'
By Wednesday, Sept. 6, 2017	Leadership Practices – Self-Assessment. <ul style="list-style-type: none"> Review Leadership for Justice core practices and complete the Leadership Practices Self-Assessment. 	15'
	Strategic Intent – Organizational Level. <ul style="list-style-type: none"> Review and discuss materials on the leadership practice of Strategic, the “ability to communicate individual or institutional values, vision and mission, and to motivate and engage others in pursuit of a shared purpose.” 	60'
Thursday, Sept. 7, 2017 1:00 – 4:30 EDT	Live Online Sessions. Join live sessions through the Adobe Connect platform.	
	<ul style="list-style-type: none"> Session 1: Introduction to Leadership for Justice. Explore leadership in a social justice context and review core leadership practices and skills. 	45'
	<ul style="list-style-type: none"> Session 2: Introduction to Leadership Practice -- Strategic Intent. Examine equal justice values, vision and mission and how these concepts and tools play out in your organizations and individual practices. 	20'
	<ul style="list-style-type: none"> Session 2: Small Groups 	45'
	Break	15'
	<ul style="list-style-type: none"> Session 3: Introduction to Self-Awareness. Review leadership practice of self-awareness – the ability to know one’s own values and vision, and to increase one’s ability to lead authentically. 	60'
	<ul style="list-style-type: none"> Live Sessions Wrap-Up & Preparing for Onsite: Get ready for onsite sessions beginning on Tuesday afternoon, September 12, 2017 	15'
Friday, Sept. 8, 2017	Strategic Intent – Individual Level. Review materials about strategic intent at the individual level.	60'

Onsite Activities
Tuesday, September 12 – Friday, September 15, 2017

Day 1 – Tuesday, September 12

Schedule	Session
2:00 – 3:30	Welcome & overview. Meet Leadership for Justice colleagues and faculty.
3:30 – 4:30	Leadership Stories. Explore the practice of leadership stories as a critical tool to communicate strategic intent and engage others in supporting your leadership goals.
4:30 – 5:30	Intro to Renewal. Review the leadership practice of Renewal, the ability to develop reflective practices for personal, professional and institutional renewal.
5:30 – 6:30	Dinner
6:30 – 8:00	Strategic Intent – Organizational, Community & Social Justice Movement. Further explore the leadership practice of Strategic Intent in the context of our organizations and the larger social justice movements of which we are a part.

Day 2 – Wednesday, September 13

Schedule	Session
8:30 – 9:00	Continental breakfast
9:00 – 9:15	Start-up
9:15 – 12:15	Strategic Intent – Individual Level. Identify key experiences that have shaped you as a leader and that inform your personal values, vision and mission.
12:15 – 1:15	Lunch
1:15 – 2:45	Intro to Systems Thinking. Explore the leadership practice of systems thinking – the ability to understand cause and effect relationships with the goal of developing effective, feasible solutions that address underlying causes or problems - and key tools for engaging in systems analysis.
2:45 – 3:15	Walk & Talk
3:15 – 5:00	Systems Thinking. Apply systems thinking tools to a case scenario and a leadership challenge that you would like to address.
5:00 – 5:45	Break
5:45 – 6:45	Dinner
6:45 – 8:00	Evening Activity

Day 3 – Thursday, September 14

Schedule	Session
8:30 – 9:00	Continental breakfast
9:00 – 9:15	Start-up
9:15 – 10:30	Workable Unity: Levels of involvement in decision-making. Review the leadership practice of workable unity - the ability to work across difference and bring together diverse perspectives and experiences in ways that honor the values of equity, inclusion and respect - and examine alternative decision-making options that ensure effective stakeholder engagement.
10:30 – 10:45	Break
10:45 – 12:30	Workable Unity: Power & Difference. Explore tools for recognizing and working effectively across issues of power and difference.
12:30 – 1:30	Lunch
1:30 – 3:00	Workable Unity: Productive Conversation. Learn how to prepare for and conduct a productive conversation on challenging issues related to your leadership issue.
3:00 – 3:30	Walk & Talk
3:30 – 5:00	Self-Awareness: 360 Feedback. Review 360 feedback responses regarding your leadership strengths and areas for growth.
5:00 – 5:45	Reflections: Use time to reflect on Leadership for Justice practices and experiences so far.
5:45 – 6:45	Dinner
6:45 – 8:00	Evening activity

Day 4 – Friday, September 15

Schedule	Session
8:30 – 9:00	Continental breakfast
9:00 – 9:45	Start-up & Integration of Learning
9:45 – 10:30	Leadership story preparation – Prepare your leadership story & call to action.
10:30 – 12:15	Leadership story presentations: Present and receive feedback on your leadership story and call to action.
12:15 – 1:00	Lunch
1:00 – 2:00	Leadership for Justice – Taking It Home: Develop an action plan for continuing leadership development.
2:00 – 2:30	Closing