Spring 2018 Fellows Leaders program: Session 1 - Defining Leadership

Objectives:

*Coaches will be able to…*

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| *Individual*  | *Team*  | *OFA* |
| * Feel capable of becoming the leader that they need to become
* Develop self-awareness around their archetype of a leader
* Feel that their assumptions of leadership have been challenged
* Feel like they want to grow and learn more!
 | * The team will feel more connected to the idea of leadership and how to apply it to their fellows and students
 | * As a movement, leaders will begin to grow and transformatively work with their fellows and communities
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Pre-work:

Session Plan:

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| *Time* | *Activities*  | *Things needed*  |
| 3:00- 3:15 | * Review agenda and objectives for the call; framing for session
* Introduce self
* Call logistics:
	+ For this call, you will need a pen and paper
	+ You should also tweet your key-takeaways to #OFAFellows
* **Framing:** We are in an ambiguous time where we need leaders that cut to the heart of things, which is why we deeply need you. You are our best bet that we have to get to our fellows, communities, and to get people to do what they’re doing
* Our leadership arc will happen in three phases:
	+ Phase 1: Your self as a leader
		- Leadership 101
		- Emotional Intelligence/Emotional Agility
		- Managing for Equity and Results
	+ Phase 2: Team leadership
		- Facilitation
		- Team Dynamics
		- Conflict and Mediation
	+ Phase 3: Leadership in Context
		- Situational Leadership
		- Servant Leadership
		- Transformational Leadership
* **Resources** to help you—
	+ Website
	+ Recaps
* Before we dive into our first module, we’ll need to handle a few housekeeping items
	+ You will be expected to handle logistics, such as recruiting your fellows and planning your fellows orientations, on your own, with the support of 5 pre-recorded videos, as well as written guides.
	+ Tomorrow, you will receive a link with 5 Youtube Videos. Please reach those Youtube videos, and read the guides attached, to begin the process of interviewing, recruiting, select
	+ Timeline overview -- recruiting, orientation, key dates
	+ fellows@ofa.us with any questions or ROMS
* Expectations:
	+ You will miss no more than 2 webinars
	+ If you do miss a webinar, please watch the recording
	+ Read all communications and emails carefully (Emails on Tuesdays and Thursdays)
	+ Complete all homework -- this is the only way you can apply your learning with critical examination
	+ Challenge your assumptions and be open to growing
 | * Agenda/objectives on slides
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| 3:15- 3:30  | * People will breakout into groups 2-3 (give about five minutes to do this as they will need to spread around)
* In their groups, they will have butcher paper, markers
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| 3:30- 3:50 | **EXPERIENTIAL ACTIVITY 1:** * REFLECTION: Individually, list your top 5 leaders on a piece of butcher paper (5 minutes)
* INSTRUCTIONS/ROLEPLAY (Bobby/Liz): Bobby and Liz will role-play the next activity, which is to Describe the people they listed.
	+ Describe attributes
	+ Describe demographically
	+ Describe what makes them a good leader
	+ Bobby will respond with what values I am able to pull out of the leaders Liz lists, as well as the descriptors (10 minutes)
* PARTNER DISCUSSION 1:
	+ Partner 1 will share their leaders descriptions ( 5 minutes)
	+ Partner 2 will share their leaders descriptions (5 minutes)

**ROLEPLAY*** *Nelson Mandela*
* *FDR*
* *Fannie Lou Hamer*
* *Dolores Huerta*
* *Bobby Kennedy*
* REFLECTION: Each pair will take 3 minutes to reflect on, and write, the values and blind-spots they see present in their partner’s leaders list, as well as their list of leaders (3 minutes)
* PARTNER DISCUSSION 2: Partners exchange the values and blind-spots they drew out of the list of leaders (10 minutes)
* BIG GROUP DISCUSSION - What values did your partners come up with? What surprised you?(5 minutes)
 | * Role-play conversation prepared
* **VALUES**
* **BLINDSPOTS**
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|  | **EXPERIENTIAL ACTIVITY 2: Archetypes of leaders*** INSTRUCTIONS: Now, we’ll take our lists and look at the archetypes of leaders we are coming up with.
	+ An archetype is the first thing that comes to mind when you thing that comes to your mind when you think of a leader.
	+ For example: When I think of a car mechanic, I think of overalls
* REFLECTION:
	+ What is your archetype?
	+ How is your archetype different than you?
	+ Give an example of someone who has challenged your archetype
* BIG GROUP DISCUSSION: What archetypes? Who challenged you?
 | * Examples of archetypes
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| 4:15- 4:25 | **UPFRONT:** * Our conceptions of what leadership is can be limiting
* Some of you chose *positional leaders* and some chose *emergent* leaders
	+ Define both
* And in fact, as some of you already know, management and leadership are also two different things
	+ Define management and it’s outcomes
* Our fellows and students are going to challenge our leadership at times. They will have conflicts, they will disagree with you, etc…
* In those moments, we have choices (choice points)
* Because leadership is not “trait based”. Leadership is not “coercive.” And leadership is certainly not telling people what to do. People are not born leaders. Instead, we define leadership as:
* **Definition: Process by which an individual influences a group for positive change**
* A leader needs followers, and followers need a leader. But in all, you need to actively work to influence your team positively.
* So allow your conceptions and assumptions of leadership to be challenged -- you have the choice to grow, revise, and actively practice leadership every day.
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|  | **DEBRIEF AND KEY-TAKEAWAYS*** We all have archetypes of leadership based off of our experiences, preferences, biases, and societal narratives.
* The most important part is to continually those archetypes and more align them to what we believe leaders are.
* We want you to feel that you can be the leader your meant to be and should continue re-examining your definition of leadership that you’re holding yourself to
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