



**2019-2020 LEADERSHIP INSTITUTE
COHORT VIII PROGRAM INFORMATION
APPLICATION DEADLINE SEPTEMBER 27, 2019**



Your Invitation To Participate In **MCA 2019-2020 Leadership Development Institute VIII**

The MCA Leadership Development Institute is an innovative learning experience designed for increasing awareness and impact of the role of community action by strengthening leadership depth and acumen in Michigan's Community Action Agencies. The Institute's focus is simple yet powerful:

The Leadership Development Institute is specifically designed for entry and mid-level leaders who desire to increase their leadership, administrative and interpersonal skills.

MCA is a leader among state Community Action Associations in offering and supporting a learning collaborative to develop our next generation of leaders. Our CAAs set a new precedent for innovative thinking and action in developing their own employees while benefiting from exposure to a state-wide network of talent and thought leaders. Investment in our leaders of tomorrow builds our capacity and ensures quality leadership for the future.

Targeted Outcomes:

The Institute approach focuses on achieving the following outcomes:

- Increase the “soft-skills” of emerging Michigan Community Action Agency leaders. These skills and behaviors have been shown to dramatically increase a leader’s effectiveness in leading and motivating others.
- Strengthen participant’s knowledge through exposure to Community Action Partnership (CAP) trainings and materials.
- Build extraordinary leadership bench strength and talent within participating agencies and across the state.
- Provide an economical means to offer outstanding leadership development opportunities for select employees.
- Provide a continuum of learning experiences resulting in “common language of leadership” and powerful network among all participating agencies.
- Reach beyond state boundaries and seek collaborations and information sharing with other regional or national programs that may emerge in the future.
- Provide the means for learning experiences that help support a more successful application for CAP credentialing as a Certified Community Action Professional.

Training Structure

The Leadership Development Institute utilizes a cohort model. With this method, a cohort (class) moves through a training program together as a unit. A cohort has the benefit of providing opportunity for fostering shared learning experiences, further student collaboration, building of relationships and peer support resources during and beyond program completion. Relationships formed during such a program create a network of newly trained leaders who share a common bond of learning and present enhanced opportunities for cross-agency collaboration with individuals already known to others.

It is essential for cohort members to meet in person and through teleconferences on a regular basis for the duration of the program. The Cohort VII program spans approximately 9 months in length, consisting of 7 full days of face-to-face group learning with the facilitator.

Cohort VIII will conduct its first two-day session on October 28-29, 2019 at the MCA Offices, Okemos, Michigan. The seven face-to-face full day sessions will be facilitated by Rebecca Kraus, Rebecca Kraus & Associates LLC. Rebecca has previously facilitated all six cohorts of the Institute.

Core Curriculum – From Leadership Fundamentals to Strategic Thinking to Daily Management Principles

Our experience in the field has shown that successful leaders of the future, community action agency or otherwise, require specific core competencies, skills, behaviors and attitudes to engage and inspire their people. Areas of training will include:

- Communication
- Leadership & Ethics
- Team Building
- Change Management
- Decision Making/Problem Solving
- Priority Setting/ Time Management
- Strategic Planning and Alignment with ROMA Next Gen
- Behavioral Interviewing
- Leading Multi-Generational Teams
- Professional/Image Enhancement

Scheduled Dates

Program Kick-Off, Day 1 & 2 Sessions—October 28-29, 2019 9:00AM-4:00PM; Topics to Include: You as a Leader; DISC; Emotional Intelligence; Credible Leadership

Day 3 Session—December 9, 2019 MCA Offices, Okemos, MI; 9:00AM-4:00PM; Topics to include: The Impacts of Culture; Learning to Listen; The Five Dysfunctions of a Team, Part I.

Day 4 Session—February 24, 2020, MCA Offices, Okemos, MI, 9:00AM-4:00PM.; Topics to include: Five Dysfunctions of a Team, Part II; Conflict Resolution; Managing Change.

Day 5 & 6 Session—April 20-21, 2020, MCA Offices, Okemos, MI, 9:00AM-4:00PM; Topics to include: Decision Making; Priority Setting; Time Management; Behavioral Interviewing, Managing Generational Differences

Day 7 Session—July 2020, Date TBD, Summer Conference. Topics to include: Mentoring/Growing Others; Leading the Way

Graduation & Celebration—July 2020, Summer Conference, date and location to be determined following Session 7.

To Register:

Deadline for registration for Cohort VIII is **September 27, 2019**. To register, complete the online application form found on the Michigan Community Action website. **(Please look for Announcement list on front page and follow directions provided to log into registration form.)** You will find the following instructions:

Thank you for your interest in the 2019-2020 Leadership Development Institute! Please note, the deadline for this application is **September 27, 2019**.

- Please click **Register Yourself** to register yourself for the cohort

- Please click **Register Linked Profile** to register someone from your organization who has a MemberClicks account
- If you or someone you are registering **does not** have a MemberClicks account please contact mcawebhelp@micommunityaction.org to get signed up

Please contact Nicole Caroen at ncaroen@micommunityaction.org or (517)679-6410 if you have any questions on this

Submit payment per student of **\$462.00** to cover MCA costs, cost of materials, DISC assessment and individualized debriefing and coaching session. **Payment is required in advance for participation in the program.** Please follow instructions on the enrollment form to submit application and payment. Please note that the participating agency is responsible for their students travel costs associated with the program.