

# Inspiring Leaders 2024

## Participant application and prework (January/February & March 2024)

- Meet with CEO/Board president/Mentor to agree and complete self-development plan with self/team and organizational targets
  - Identify 2-3 target areas for developmental focus
- Complete personality self-assessments
- Agree monthly meeting time with CEO/Board president/Mentor to track progress with monthly report format
- Meet with Learning Partner and agree contract for regular meeting and support
- Create “Personal Board of Directors” – a small group of 3-5 people who are meaningful for your growth and develop a plan to engage them in your development
- Build personal 5 minute story on organization, role, and future possibility
- Send completed self-development plan to IL Program learning coordinator for sign-off
  - In-person Meetings begin in April 2024

Contact Mary with any questions at [inspiringleadersnm@gmail.com](mailto:inspiringleadersnm@gmail.com)

# Program Outline

Timeline	Program	Outcomes
April, session 1 <b>Developing Me 1</b>	<ul style="list-style-type: none"> <li>- Introductions and offerings</li> <li>- Clarity of intent</li> <li>- Somatic energy, grounding</li> <li>- Life balance- happiness</li> <li>- Introduce my monthly report</li> </ul>	<ul style="list-style-type: none"> <li>- Getting to know each other</li> <li>- Identifying personal development areas</li> <li>- Being centered as a leader</li> <li>- Status update</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
April, session 2 <b>Developing Me 2</b>	<ul style="list-style-type: none"> <li>- Sharing learnings</li> <li>- Prototype of monthly report sharing</li> <li>- Learning how to reflect/self-assess</li> <li>- Use motivational interview scales</li> </ul>	<ul style="list-style-type: none"> <li>- Reflect and correct</li> <li>- Develop my learning plan (for overall program assessment)</li> <li>- Ability to quantify personal development</li> <li>- Plan for sharing and teaching</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>

May, session 1 <b>Developing Me 3</b>	<ul style="list-style-type: none"> <li>- Building a personal change agenda</li> <li>- Giving and receiving feedback, listening</li> <li>- Communication strategies and storytelling</li> <li>- Speaker</li> </ul>	<ul style="list-style-type: none"> <li>- Specific steps to support growth and learning</li> <li>Clear awareness of open ended questions</li> <li>What worked for sharing and teaching ?</li> <li>Aware of difference of problem seeking vs appreciating strengths</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
May, session 2 <b>Developing Me 4</b>	<ul style="list-style-type: none"> <li>- Story telling</li> <li>- Developing a vision and purpose</li> </ul>	<ul style="list-style-type: none"> <li>- Clarity of intent</li> <li>- Our role being a story-teller</li> <li>- Specific plans on next story to develop</li> <li>- Specific plan to share stories with vulnerable populations</li> </ul>

		<ul style="list-style-type: none"> <li>- Aligning Me to Team as an Inspiring leader</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
June, session 1 <b>Developing Team 1</b>	<ul style="list-style-type: none"> <li>- Team needs and performance cycle</li> <li>- Extended team in rural America</li> <li>- Gender dynamics</li> <li>- Speaker panel</li> </ul>	<ul style="list-style-type: none"> <li>- Reflect and correct sharing and teaching plans</li> <li>- Understanding dynamics of teams</li> <li>- How can I empower my team to implement</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>

June, session 2 <b>Developing Team 2</b>	<ul style="list-style-type: none"> <li>- Performance measures</li> <li>- Team boards</li> <li>- Introduce a team assessment</li> </ul>	<ul style="list-style-type: none"> <li>- Clarity on direction and how teams and individuals contribute.</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
July, session 1 <b>Developing Team 3</b>	<ul style="list-style-type: none"> <li>- Appreciative inquiry/reflective process</li> <li>- Planning, prioritizing, and maintaining focus</li> <li>- Speaker</li> </ul>	<ul style="list-style-type: none"> <li>- Building capacity and lives</li> <li>- Plan for leading a team session</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
July, session 2 <b>Developing Team 4</b>	<ul style="list-style-type: none"> <li>- Leader as Coach styles and strategies</li> <li>- Succession planning</li> </ul>	<ul style="list-style-type: none"> <li>- Plan practice sessions for</li> <li>- Building capacity and lives</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
August, session 1 Developing <b>Organization 1</b>	<ul style="list-style-type: none"> <li>- Strategic planning</li> <li>- Building systems and structure</li> <li>- Speaker</li> </ul>	<ul style="list-style-type: none"> <li>- How to engage everyone</li> <li>- Building a legacy</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
August, session 2 Developing <b>Organization 2</b>	<ul style="list-style-type: none"> <li>- Culture shaping</li> <li>- Building sustainable organizations</li> </ul>	<ul style="list-style-type: none"> <li>- Transformation steps</li> <li>- Building a legacy</li> </ul>
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
September, session 1 <b>Helping Community</b>	<ul style="list-style-type: none"> <li>- Our vision for our community</li> <li>- Collaboration and networking</li> <li>- Speaker</li> </ul>	<ul style="list-style-type: none"> <li>- Creating capacity through alliances</li> </ul>

	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
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September, session 2	- Community transformation	- Transformation steps
	<b><i>Practicing</i></b>	<b><i>Prepare to share at next session</i></b>
Graduation ceremony	-What is past and pivot to future?	Celebration