**Leadership Development**

**Lesson 1**

This lesson will provide introductions to the Social Change Model of Leadership and mind mapping, one of the tools we will use throughout the course.

* After the lesson you will be:
  + able to create a mind map using the software tool of your choice.
  + able to discuss the 7 C’s of the model.
  + familiar with the 3 layers of the model.

**Reading:**

Read:

* [The Social Change Model of Leadership Development](http://mu.uri.edu/leadership/PDFs/The%20Social%20Change%20Model%20of%20Leadership%20Development.pdf)
* Pages ?-? in the text

**Activity:**

**Learn to mind map**

1. Choose mind map software that you will use. You are free to choose whatever software you are comfortable with. Some things to keep in mind as you choose.

* + Free vs. paid features
  + Single purchase or monthly membership
  + Ease of use/ support
  + Options for export functions
  + Available platforms
  + A place to start
    - Inspiration (Single purchase - free 30 day trial)
    - iMindmap (iOS friendly, expensive upgrade)
    - Mindmeister
    - xmind

2. Create a mind map. (We will work on expanding this map throughout the class)

* Begin with 3 main branches
  + individual values
  + group values
  + society/community values

Add 7 smaller branches, one for each of the C’s of leadership. Place it onto the main branch to which it best belongs.

**Deliverables:**

Submit finished map via Blackboard.

Discussion Question: Write a journal entry for the class blog telling which program you chose and why.

**Feedback:**

Feedback will be provided on the journal entry.

**Lesson 2**

This lesson will introduce you to Strengths Quest. We will be working extensively with strengths throughout the remainder of the year.

After this lesson you will:

* be able to discuss your top 5 strengths and how you see them at work in your daily life.
* be familiar with the vocabulary and strengths language

**Activities:**

(The first step is pretty much a standard Strengths Quest training protocol with a few personalized twists I have adopted as I teach the topic. I won’t add this piece in the class, but wanted to make sure that it was clear here that I did not invent these basic steps!)

1. Take the Clifton Strengths Finder
   1. As you read through the report, use a yellow highlighter to highlight words and phrases that particularly resonate with you. Use a blue highlighter to highlight words and phrases that seem unlike you.
   2. Ask a friend or family, someone who knows you well) to read your report. Ask them which parts they felt were most like you and how they see those qualities working in you. Go back and highlight those words and phrases in Green.
   3. Hang onto this report, we will be revisiting it as we work throughout our leadership development.
2. Open up your mind map from lesson 1. Add a new branch from the Individual Values section for your strengths. Give each strength its own branch. Add examples for each of a time when you see your strengths at work in your life.
3. Write a journal entry reflecting on your experience with these activities.

What was your aha moment?

What surprised you most?

**Deliverables:**

Submit a copy of your full Strengths Finder report via blackboard.

Post your journal entry and map to the class blog

**Feedback:**

Feedback comes from the Strengths Finder, the friend who is asked to review Strengths Finder results and from me on the journal entry.

**Lesson 3**

During this lesson we will explore the difference between social service initiatives and social change initiatives.

Instruction

Text: Read pages ?? -?? introducing the difference between social service and social change.

Watch this video: <http://www.huffingtonpost.com/2013/09/05/mixed-breed-dog-adoption_n_3869267.html>

In this video, the social service initiatives are the ones you would normally expect to address the problem of stray animals in a community: animal shelters to house and care for abandoned animals and spay / neuter programs to help limit the population growth.

If that was all there was, the town would have a good social service but there wouldn’t be a story really. There are great shelters worthy of recognition all over the world. What makes this story exceptional, is the steps taken to identify and address the root cause of the stray pet problem in this community.

The root cause of the problem in this case was the public perception of mixed-breed dog ownership. In this community, there was little value associated with mixed-breed dog ownership. Because of this public perception, shelters and service initiatives would never be able to keep up with the need.

The solution came not in creating more, or bigger, shelters to house the animals. The solution came in a marketing campaign created to change the public perception of mixed-breed dog ownership from having little worth to high value. The campaign created a new perception of high value, creating the desire to have something that no one else can have. Changing the perception that was the root cause of the problem influenced social change.

**Activities**

Choose 3 programs or initiatives to review. Write a short introductory description of each one.

Write a journal entry that looks at one of the programs in depth. What are the problems being addressed. Can you identify the root causes of the problems? How is the service addressing the problem? Are the root causes being positively influenced? Who is responsible for the program? Is this a social service program or a social change program. If it is social service, do you have any ideas on a social change program?

**Deliverables:**

Post your journal entry to the class blog.

**Feedback:**

Feedback on the journal entry may request them to take a second look at the program and think further on the root cause.

**Lesson 4**

During this lesson you will begin to explore ways in which you might lead positive change in your community.

Instruction:

Text: Read pages ??-??.

Strengths - Individual Values

**Activities:**

Identify a social need in your own community.This could be a need within your family, school community, church community, neighborhood community, etc. This should be something that you care about, you will be working with it for a while.

Create a new map with the need as the main idea. It will be easy to underestimate the amount of effort this map will take, so make sure to allow yourself some extra time for this assignment.

Your map should illustrate answers to the questions:

What are the core issues that underly the need?

What social services are already in place?

What groups might be interested in the problem?

What initiatives might address the core issues?

What individual values might be influencing the way you see the problem?

What societal values might be at play

**Deliverables:**

Post your map and a journal entry that describes why you chose this problem and why it is important to you. As you thought about the core problem, did it seem overwhelming? What do you think about your ideas for addressing the core issues? Did thinking about how your values might be influencing your perspective, change the way you saw the problem?