

East Central Illinois Community Leadership Development

Session 1: UNDERSTANDING SELF...Personality Training

Understanding your own personality is one of the key factors to successful leadership. Personality training not only helps the individual identify his/her strengths and weaknesses, but also helps him/her to gain a sense of awareness and understand others' traits as well, in hopes of ridding initial misconceptions and giving them tools for stronger and more successful communication within a community and organization. The Real Colors Training helps people recognize, accept, and value the differences in others while improving understanding, empathy, and communication.

Session 2: UNDERSTANDING TEAM...Civility and Conflict Management

Civility is very important and essentially is respect and fair treatment of each other. Civility is the sum of the many sacrifices we are called to make for the sake of living together. It allows us to connect with others and has to do with courtesy, politeness, and good manners. This session will focus on the keys to civility in a community: trust, process, people, and dialogue. We will rate your current community civility level and set rules of civility that everyone will be expected to follow in interactions amongst the group and discuss how to address conflict that arises within your organization or community.

Session 3: UNDERSTANDING COMMUNITY...Civic Network and Asset Mapping

Each community has an amazing asset—its citizens. This session will begin with mapping the assets within the room, allowing the group to become aware of what resources and skill sets lie within their leadership. There are people within your community that have skills that would add great value to what you are trying to accomplish but have never been asked to aid in the endeavors or felt comfortable offering up their time or services for one of a many number of reasons. After mapping your human capital, we will move on to physical asset mapping and end this session connecting some of these assets to move toward creating an action plan for your community.

Session 4: UNDERSTANDING STRATEGY...Strategic Doing

Strategic Doing is the 21st Century way of community and organizational planning. We no longer can afford a six month planning process to create a five year strategic plan that is already six months outdated! You must learn how to organize quickly and move ideas into action to start seeing results. During this session we will work on developing many objectives for the community to take on in the coming months and years. We will discuss how to utilize open forums and community meetings to receive community support and help in these endeavors and developing a plan that is owned by all.