

MODULE 1 – TAPPING INTO YOUR LEADERSHIP POTENTIAL

This outline lays out the contents of Module 1 in a suggested sequence. Estimated time frames for each component are based on completing one module in a half-day format. If you have more time, and/or if you are using fewer components, you may wish to add more time for discussion, particularly if the group is large.

Module 1 Learning Objectives

- Participants will identify characteristics they consider important to leadership.
- Participants will identify their own leadership qualities and those they would like to further develop.
- Participants will understand the difference between management and leadership in the context of organizational development.
- Participants will be able to apply their concepts of leadership to a case study scenario.

Module 1 Components (in recommended sequence)

You may choose to change the order of these components. For example, the Case Study exercise could be used after the self assessment, or after both the self assessment and the individual leadership development plan segments.

20 Minutes	Introduction/Overview and Introductions of Participants
20 Minutes	Mini-Lecture #1 Video: Tapping Into Your Leadership Potential
10-15 Minutes	General Discussion Session Choose from below according to group interest and time. Questions also may be used as an individual journaling assignment in advance and then discussed as a group. <ul style="list-style-type: none">• In the lecture, Ben Lozare refers to some specific leadership qualities. What are some other leadership qualities or skills?• What leadership qualities do you have? (Refer to self-assessment for thinking about the qualities do you want to develop?)• What are some common internal and external barriers to leadership? (Use Module 1 Discussion Prompts as necessary.)• Describe a recent opportunity you had to use your leadership skills. What might be a future opportunity? (Use Module 1 Discussion Prompts as necessary.)
45-50 Minutes	Tackling Childhood Obesity: A Case Study in Maternal and Child Health Leadership Read the case study and discuss. Refer to the General Discussion Questions on page 6 of the case study.
10-20 Minutes	Interviews with MCH Leaders (choose from among the Module 1 video clips according to time and interest)
10-20 Minutes	General Discussion of Interview Segments <ul style="list-style-type: none">• How does this resonate with your own experience?• Do these ideas about leadership fit with your own ideas? Do they fit with popular notions about leadership?• What do you think: Are leaders born or made?

45 Minutes	Case Study Invitation Letter Exercise (see page 6 of <i>Tackling Childhood Obesity: A Case Study in Maternal and Child Health Leadership</i>)
20 Minutes	Self-Assessment What skills and qualities do <i>you</i> need in your work? Individually complete the Self-Reflection Assessment and discuss as a group.
10 Minutes	Individual Leadership Development Plan Use the ILDP as a tool to reflect on your leadership development goals and opportunities to apply the concepts and skills addressed in this module.
10 Minutes	Group Discussion of Individual Leadership Development Plans Everyone receives feedback.
10 Minutes	Wrap Up

Module 1 Facilitation Tips

You may wish to use some kind of personality/leadership style assessment at the outset of or in advance of the leadership skills training. See the Resources section of the website for examples of some assessment tools. Subsequent discussions can then incorporate the insights gained from the assessment. For example, participants could be grouped by leadership style (either mixing styles or grouping similar styles together) for a discussion of how these traits affect leadership strengths and interactions with colleagues.

Quotable Quotes

“Leadership is self-realization.”
(Ben Lozare)

“Leadership cannot be taught, but you can learn it.”
(Ben Lozare)

Leadership is “knowing what your power is and when to use it.”
(Kathy Peppe)

Module 1 Discussion Prompts

What are some common internal and external barriers to leadership?

- Many people with the power to say “no,” yet no one person or group has the power to act alone
- Lack of trust
- Hidden agendas
- No larger vision
- Lack of credibility
- Not willing
- Apathy
- Avoidance of risk
- Fear of being attacked
- Problems are complex and interdependent
- Don’t know what the “real” problem is

(Examples from: Chrislip and Larson, as cited in Turning Point’s Collaborative Leadership materials)

Describe a recent opportunity you had to use your leadership skills. What might be a future opportunity?

If needed, use the following situations to spark discussion about potential leadership roles:

- New SLAITS data becomes available
- Federal MCHB launches a “Bullying Campaign”
- National Public Health Week
- Bike paths are being built in downtown areas of the state’s largest city
- A large employer comes into town, bringing new populations of executives/managers and lower-level, primarily immigrant employees
- Passage of the Family Opportunity Act
- Flu outbreak
- Four new community health centers are being established in the state
- Title V Five-Year Needs Assessment must be prepared in the next calendar year