

Leadership Victoria Recruitment 2010



Our Mission

To develop well-informed leaders who are passionately engaged in building a vibrant community.



BUILDING LEADERS. BUILDING COMMUNITY.





WHO WE ARE

Founded in 2000, Leadership Victoria is a community-based, voluntary organization committed to developing, supporting, recognizing and honouring outstanding community leaders.

Our Mission

*To develop well-informed leaders who are passionately engaged
in building a vibrant community.*

We are a diverse group from business, government, education, the military and the non-profit sector who share a profound belief that the health of our community depends intimately on the quality of its leadership. We also believe — based on many decades of scientific investigation — that the ability to lead is not innate. Leadership can be taught and leadership can be learned. This means that communities can and must take responsibility today for fostering the leadership they will need tomorrow.

As board members, coaches, mentors, and program partners, we put our collective skills and experience to work for the development of Victoria's emerging generation of leaders.

WHAT WE DO

Working collaboratively with eminent leaders from all sectors, Leadership Victoria constructs and delivers a challenging, life-enriching nine-month action/study program that hones the skills of emerging leaders by immersing them in real-world community issues. Through the rich sharing of ideas, experiences, resources, and networks, current leaders pass the torch of leadership to participants who, in turn, become informed, active citizens and well-rounded contributors to the community.

Since launching in 2000, Leadership Victoria has graduated over 157 alumni whose work in the program has created a living legacy of more than over 29 Community Action Projects, and who have gone on to assume leadership roles in business, government and the voluntary sector.

WHY WE DO IT

We believe that the future of our community is in our hands! We know that leadership is not necessarily innate, it can be taught and it can be learned. As a community we are therefore accountable for developing the emerging leaders in our midst — for ensuring that our current generation of leaders passes on its skills and wisdom to promising new leaders.



Program Components

Opening Retreat (mid to late September; Friday morning to Sunday afternoon)

The purpose of the opening retreat is for the participants to:

- Learn about the overall LV program, the role of the retreat, Community Learning Days, leadership practices, mentoring and Community Action Projects;
- Gain useful knowledge about effective leadership behaviours and practices;

- Begin to build their own community of learning and leadership with fellow participants;
- Explore issues and contexts of community leadership specific to the Capital Regional District.

- Gain exposure to a variety of role models offered by current community leaders.

Community Learning Days (CLDs) (one per month, October to June)

The core of the program is the Community Learning Day. Each CLD is built around a core theme or outcome and is developed and led by a team from the Program Committee. CLDs are planned as largely experiential. Homework may involve some reading, but mostly research in the community or on the web. "Talking heads" are limited, with most of each day consisting of group exercises, panel or group discussions, case studies and debriefs.

Community Action Projects (CAP)

These projects are primarily intended to be a lab for understanding group development and for applying and enhancing leadership skills and techniques. Secondly, they serve as an opportunity to create a difference within the community in collaboration with a community partner organization. Project teams of five or six participants are established at the Opening Retreat through a self-selection exercise.

Also at the Opening Retreat, each team is assigned a coach, whose role -- similar to the purposes of the CAPs -- is first to guide and assist the team in its leadership development, and second to ensure that the project chosen by the team is manageable, to assist in connections with community resources, and to support and guide the team in developing their project from concept to reality.

Individual Mentors

The mentor component provides the participant with a supportive opportunity to review, to reflect, and to challenge the ideas and values of the program. The mentor is also available to provide feedback and assistance as the participant builds a learning plan for his or her leadership journey.

The Mentors are a group of about 30 volunteers, most of whom have a wide range of informal or formal mentoring or coaching experience. Biographies of each mentor are circulated to and used by the participants to make first, second, and third choices. In most cases, the individual's first or second choice is accommodated.

The amount of time committed to these relationships varies. In some instances the partners meet weekly; in others they meet every month, or on a more casual basis. Generally, the outcomes correlate to the amount of time invested. The choice is up to the participant.

The Learning Framework

The learning framework is intended to assist the participants to take charge of their own learning, based on the principle that effective leaders recognize that learning and leadership are inextricably linked.

The Leadership Victoria learning framework is viewed through four related spheres of relationships and activities:

Me with Me – learning more about oneself

Me with You – learning about oneself in relation to other individuals: peers, colleagues, family, managers, staff, etc.

Me with Groups – learning how to effectively contribute and lead in small groups.

Me with Community – deciding how to contribute to and participate in larger communities, e.g. Leadership Victoria, community service organizations, political leadership, occupational community.



**INFORMATION SESSIONS FOR
PROGRAM 2010/2011 RECRUITMENT:**

Please contact us if you plan to attend

APRIL 28, 2010 UNIVERSITY OF VICTORIA

5:00 TO 6:30 PM

ROOM C130 DAVID STRONG BUILDING

VICTORIA

MAY 11, 2010 RENTAL OWNERS & MANAGER'S SOCIETY (ROMS)

5:00 TO 6:30 PM

BOARDROOM, 830B PEMBROKE ST

VICTORIA



LEARNING PROGRAM 2010-2011

TUITION AND SPONSORSHIP OPPORTUNITIES:

TUITION:

Fees for the program are: \$3000 for the 9 month intensive program.

As a special matter for sponsors of seats, we do offer two spots for a total of \$5000. The second spot may be used AT YOUR DISCRETION in three ways:

- For a second learner from your organization
- For a bursary learner from an organization of your choice
- For a bursary learner from a meritorious list we have compiled of learners seeking financial support

SPONSORSHIPS :

Within the programming year, there are 9 Community Learning Days (CLD), where learners come together with community resources, role models, and community leaders. These days are held in Community related venues.

Cost to sponsor one of these days \$1,000 This covers our costs for: meals, resources for the day and venue costs. We invite CLD sponsors to display banners, hand out materials, and come to speak to the learners to kick off the program. This is a great way to share your corporate philosophy on community development, how you lead in our community, and how you seek partners for community development, with our learners.

Graduation: Each group of learners attends a final event culminating with a graduation at the University of Victoria University Club. We would appreciate support for this event, for the certificates and to defray other costs.

All sponsorship can be tailored to your budget. We will share with you our generous plan for recognition, upon further discussion.