

# Leadership Fellows Academy

## Curriculum Outline

There is pre-work for both the opening and closing session that includes personal leadership and organizational inventories and reading. Each week there is assigned reading in addition to a discussion board post to be completed in advance of the webinars. Readings and other materials are accessible to students through NC State's online platform, Moodle. Weekly webinars are scheduled for approximately 2 hours and take place online via Blackboard Collaborate software. Webinars are facilitated by various instructors.

Main Course Text: *The Practices of Adaptive Leadership* by Ronald Heifetz, Alexander Grashow, and Marty Linsky

### Phase 1

<b>Institute 1</b> <b>2 days</b> <i>Building Personal Leadership</i> <i>(in person)</i>	<b>Webinar Weeks</b> <b>6 weeks</b> <i>Building Organizations</i> <i>(distance education)</i>	<b>Institute 2</b> <b>2 days</b> <i>Building in Context</i> <i>(in person)</i>	<b>Webinar Weeks</b> <b>6 weeks</b> <i>Building for Sustainability</i> <i>(distance education)</i>	<b>Institute 3</b> <b>2 days</b> <i>Building Community</i> <i>(in person)</i>
<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Orientation</li> <li>• Social styles inventory</li> <li>• Introduction to nonprofits</li> <li>• 5 leadership challenges</li> </ul>	<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Nonprofit Essentials</li> <li>• Board/Board Governance</li> <li>• Financial Essentials</li> <li>• Strategic Planning</li> <li>• Program Development</li> <li>• Identity/Branding</li> </ul>	<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Conflict Resolution and Negotiation</li> <li>• Program SWOT Analysis</li> </ul>	<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Fund Development</li> <li>• Workforce Development</li> <li>• Program Evaluation</li> <li>• Marketing</li> <li>• Advocacy/Public Education</li> </ul>	<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Speakers</li> <li>• Breakthrough Presentations</li> <li>• Graduation</li> </ul>

## Phase 2

<b>Opening Session</b> <b>3 days</b> <i>(in person)</i>	<b>Personal Leadership Capacity</b> <b>3 weeks</b> <i>(distance education)</i>	<b>Organizational Capacity</b> <b>4 weeks</b> <i>(distance education)</i>	<b>Community Capacity</b> <b>4 weeks</b> <i>(distance education)</i>	<b>Closing Session</b> <b>2 days</b> <i>(in person)</i>
<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Orientation</li> <li>• Speaker</li> <li>• Low Ropes Course</li> <li>• Team Building</li> <li>• Introductions to course modules</li> </ul>	<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Time Management</li> <li>• Negotiation</li> <li>• Facilitation</li> </ul>	<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Adaptive versus Technical Challenges</li> <li>• Vision, Culture, and Strategy</li> <li>• People and Processes</li> <li>• Action Planning</li> </ul>	<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Appreciative Inquiry</li> <li>• Community Assessment</li> <li>• Community Engagement and Ownership</li> <li>• Power, Collaboration, and Partnership</li> </ul>	<p>Topics may include:</p> <ul style="list-style-type: none"> <li>• Speakers</li> <li>• Breakthrough Presentations</li> <li>• Group Discussion</li> </ul>