



## THE LEADERSHAPE® INSTITUTE

*Developing Young Adults to Lead with Integrity  
for over 25 Years.*

The LeaderShape® Institute is an interactive, energizing, and unique experience that builds leadership skills no other program can match. It is six days of non-stop self-discovery and learning from practical experiences that build your leadership concepts and abilities. It's go, go, go 12 hours a day... And you'll love it!

At the end of the six-day LeaderShape® experience you will:

1. Increase your commitment to acting consistently with core ethical values, personal values, and convictions.
2. Increase your capability to develop and enrich relationships as well as to increase their commitment to respecting the dignity and contribution of all people.
3. Embrace the belief in a healthy disregard for the impossible.
4. Develop the capability to produce extraordinary results.

### LEADERSHAPE® DEFINES LEADERSHIP

Leadership involves living in a state of possibility, making a commitment to a vision, developing relationships to move the vision into action, and sustaining a high level of integrity. Effective leadership takes place in the context of a community and results in positive change.

A vision is a commitment from the heart and is inspired by having “a healthy disregard for the impossible” thinking; it is extraordinary - a stretch or breakthrough, it has a future-building focus, rather than a focus on fixing problems; it a contribution, a benefit to and for the world.

Bringing vision to action requires developing and maintaining relationships and sharing the vision to accelerate positive change within a

community. Integrity means that one consistently makes decisions and takes action based on certain core ethical values. Those who lead with integrity have the courage of their convictions to “walk their talk” and have the potential to make exceptional contributions to the world and our future.

Leadership is not positional and does not require formal authority or personal charisma. Every person in the world has the capacity to effectively lead with integrity; and this capacity can be developed in all people who are committed to doing so. One's capacity to lead with integrity can be developed over time through disciplined practice. A commitment to the discipline of leadership development is a lifetime journey.

### THE PROGRAM

#### ***Day 1: Building Community***

You will begin to explore what leadership means and become familiar with the basic philosophy and schedule of the week. You will meet the other participants in the “Learning Community” and you will also join 8 to 12 other young adults in a group called the “Family Cluster.” As your primary support and reference group, the Family Cluster will offer you feedback and help you develop your Breakthrough Blueprint, which is a tangible project you will be working on during the week.

#### ***Day 2: The Value of One, The Power of All***

You will begin the second day in an Outdoor Team Experience. By working your way through a series of outdoor initiatives and discussions, you will discover how teamwork, trust, and problem solving can be enhanced in a supportive group setting. You will add another dimension to your self-awareness by completing a behavior style inventory. The end result will be an opportunity to set several personal goals for the week and share those with members of your Family Cluster. You will also participate in exercises which reinforce the concept of inclusive leadership as well as creating communities of mattering.

#### ***Day 3: Challenging What Is, Looking To What Could Be***

Being able to create a powerful vision is an important aspect of leadership! During this

exciting day, you will begin work on defining and refining your own Breakthrough Blueprint – a tangible and transformational change for your organization, group, cause, or community back home. You will spend much of the afternoon in interactive settings dealing with chaos and change. The evening will conclude with a Guest Leader Panel and Reception. This is your opportunity to interact with significant leaders in business, education, and other professions. Using an informal question-and-answer format, these individuals will share their insights and experiences related to the challenges of “leading with integrity.”

#### **Day 4: Bringing Vision To Reality**

A vision is only a dream unless it results in action. Key requirements will be discussed (relationships, manageable goals, stretch goals, and action steps) which move a vision forward. In addition, the issue of power will be explored in a dynamic group simulation exercise.

#### **Day 5: Living and Leading With Integrity**

The concept of “integrity” is a challenging one, but central to LeaderShape’s philosophy of life-long leadership development. You will discuss how core ethical values, thoughtful decisions, and courage all play critical roles in sustaining integrity and fostering trust and respect. During the afternoon and evening, time has been set aside for more in depth conversations, relaxation, and preparation for a creative Family Cluster skit for LeaderShape Revue.

#### **Day 6: Staying in Action**

On this final day, you will prepare to return home and face your responsibilities as a LeaderShape graduate who practices the discipline of “leading with integrity.” You will learn what it means to be a part of the nationwide LeaderShape community – a network of mutual encouragement and support. A Learning Community Commencement ceremony concludes the week.

### **FACULTY**

**Program Director, Alice Cochran**, began her college student life career as Residence Program Coordinator at Mount Holyoke College in Massachusetts, followed by Associate Dean of Students at Eckerd College in Florida. Alice earned her BA in English from Longwood

University and her M.Ed. from Virginia Commonwealth University. She is Adjunct Faculty in the School of Business and Leadership and a Faculty Fellow in the Institute for Leadership Studies (ILS) at Dominican University. She is the author of *Roberta’s Rules of Order* (Jossey-Bass/Wiley) and a companion *QuickStart Guide* to implement the method.

### **Lead and Cluster Facilitators**

The LeaderShape® Institute's hands-on, multi-dimensional curriculum is presented by a group of facilitators that devote a week of their time to helping develop leaders. While each of them has experience working with young adults, they are all highly respected in their own professions and serve as excellent leadership role models for the students. Institute facilitators play prominent roles in the higher educational realm, corporate organizations, and non-profit settings.

### **DOMINICAN WELCOMES YOU**

The tranquil Dominican campus covers 80 wooded acres with historic and modern buildings in a quiet residential neighborhood in Marin County – yet it is only twenty minutes to San Francisco and Berkeley/Oakland. Majestic trees and beautifully landscaped grounds surround the older classic buildings and contemporary structures. It is a welcoming atmosphere that encourages both tranquil thought and the stimulating exchange of ideas.

LeaderShape® participants stay on-campus in Edgehill Village, a residential complex built in 2002. Each suite features a living room, two bedrooms with two beds each, and a shared bathroom. Accommodations include all meals.

### **THE DETAILS**

<b>Tuition</b>	\$1,475 per student (including room and board)
<b>Scholarships</b>	Potentially available to colleges that send two or more students
<b>Dates</b>	June 6-11, 2011
<b>Location</b>	Dominican University of California, 50 Acacia Avenue, San Rafael, CA 94901
<b>Inquiries</b>	415.458.3737 or 457.8997 <a href="mailto:Alice.Cochran@dominican.edu">Alice.Cochran@dominican.edu</a>