

LeadIN Core

Program Overview

LeadIN Background

LeadIN is a Washington, DC-based organization that grows the individual and collective leadership of people and organizations. We believe that everyone can be a leader, in their own unique way, regardless of age, title or formal authority. We work with organizations and communities to facilitate creative and interactive learning experiences that enable people of different ages and backgrounds to become the leaders they can and strive to be.

LeadIN is built around three core principles.

First, leading is personal and connects to our values and strengths. We discover and step into our leadership by developing a deeper self-awareness and a growth mindset, and by shifting how we perceive and interact with the people around us.

Second, learning is social: we learn best when we learn with and from other people by sharing our perspectives and experiences and by supporting each other's learning and growth.

Third, practice leads to mastery: practicing what we learn by developing tools and habits and integrating them in our daily lives allows us to continuously grow our abilities and leadership.

LeadIN Core Overview

LeadIN Core is a 7-week community program that brings together professionals of diverse fields, backgrounds, and experiences to learn and chart their own, unique leadership path. Each group is intentionally kept small (between 8 and 12 individuals) to create an intimate and interactive learning environment.

Fifteen cohorts of more than 150 people have completed LeadIN Core since we started the program in Fall 2015. When they reflect back on their experience, participants say they gained greater clarity and a sense of empowerment. By participating in LeadIN Core, you may expect the following:

- **Self-awareness and confidence:** you will discover your strengths, reaffirm your values, engage in introspection and come out with deeper self-awareness and renewed confidence in yourself, your abilities and leadership.
- **Personal leadership:** you will develop a new mental model of leadership, redefine for yourself what it means to be a leader and come up with specific ways to strengthen your own leadership.
- **Shared experience:** you will feel validated and challenged - you will find comfort that others have had similar struggles and experiences, and you will also hear

perspectives you have never before considered which will enrich your understanding.

- **Community:** you will meet partners, supporters, friends - people who will cheer you on and help you learn and grow.
- **Leadership practice:** you will gain various tools you can apply immediately and you will build your own set of leadership practices to carry forward on your journey.

“LeadIN has done such a great job of connecting various types and levels of leadership in one coherent manner. I've been able to recognize and leverage my strengths, self-awareness, and emotional intelligence to take on leadership positions in and out of the workplace.”

Anjana (Fall 2017 cohort)

(You can read more about what people say [here](#).)

How It Works

LeadIN Core is about leadership and community: you learn and practice with a group of peers by tapping into the diverse collective experience and wisdom of your cohort. As a group, you build a culture of trust, ownership and collective commitment to the success of all. LeadIN Core isn't a workshop or academic course; there are no 'experts' to lecture you on leadership. **It's organic, emergent, experiential, practical, intimate and collaborative.**

Is there a teacher? No.

Who 'leads' the program? You. Your fellow cohort members. LeadIN Core 'alums' who are stepping up to steward your cohort on this journey. It's a collective responsibility, collective leadership. (And by the way, you will do the same for the next cohort and that's how the community grows and sustains itself.)

Is there a curriculum or framework? Yes. Each week focuses on a specific topic in a Learning Circle. A learning circle is a highly interactive, participatory structure for collaborative work. You discuss, you explore, you go through exercises and role-plays, you use what you learn to set intentions and practice. You report back to the group, bring challenges, and contribute in any way you can.

Is there homework? Yes. You will read short articles, watch short videos, complete the occasional worksheet so that when you meet as a group each week, you go deep.

In a nutshell, you learn and engage on three levels:

Group: during each weekly learning circle you come together as a group and engage in open dialogue and collective inquiry to deepen your understanding of core leadership principles. Everyone develops specific action steps to strengthen their leadership.

Pair / buddy: in-between learning circles you debrief and check-in (in person, over the phone /skype / whatsapp, etc.) with your buddy - a (randomly assigned) fellow cohort

member who serves as a mentor, cheerleader, accountability partner throughout the program.

Individual: in-between learning circles you practice your leadership by applying what you learned in your daily work; you also prepare for the following session.

Program Structure and Outline

We start the program with a Kick-Off that helps your cohort bond, establish goals and expectations, and prepare for success. Then we hold six Learning Circles (each with a duration of two hours), organized in three thematic areas:

Part I - Looking In	Part II - Looking Out	Part III - Looking Ahead
Participants look inside and deepen their understanding of who they are - their strengths, values and beliefs.	Participants look outside and learn how to better understand, relate to and work with others.	Participants identify and reinforce their own strengths and purpose, and learn how to inspire others.

LeadIN Core ‘alums’ facilitate the Kick-off and welcome you into the program. We facilitate the first learning circle to model how it works. After that the buddy pairs take turns facilitating the remaining learning circles. Leadership is shared and rotated among the group. You are a participant and facilitator. The purpose is for your cohort to assume responsibility and fully own the experience.

Wait a minute! Are you saying I am supposed to run a learning circle? But how? I’ve never done that before... Yes! The curriculum describes in detail how to do this. Furthermore, you can call a friend, i.e. a LeadIN alum who can ‘coach’ you and share tips. Also, keep in mind that you are not there to teach and are not expected to possess expertise. You are simply holding the space for your fellow cohort members, all the while practicing your own leadership.

Outline

Week	Topic	Core Concept	Objective
Kick-Off	Team Building and Intro	<p>“Coming together is a beginning; keeping together is progress; working together is success.</p> <p>Growth is never by mere chance. It is a result of forces working together.”</p>	Understand the journey ahead and connect with your peers.
Part I - Looking In			
Learning Circle 1	Lead with Strengths	<p>“A leader needs to know his strengths as a carpenter knows his tools, or as a physician knows the instruments at her disposal. There is no definitive list of characteristics that describes all leaders.”</p>	Start developing a strengths-based mindset.
Learning Circle 2	Clarify Your Why	<p>“To act with integrity, you must first know who you are. Values serve as guides to action.”</p>	Reaffirm your values.
Learning Circle 3	Relate to Others (Your EQ)	<p>“Your Emotional Intelligence is the foundation for a host of critical skills - it impacts most everything you say and do each day. It is the single biggest predictor of performance in the workplace and the strongest driver of leadership and personal excellence.”</p>	Explore your Emotional Intelligence (EQ) and improve how you relate with others.
Part II - Looking Out			
Learning Circle 4	Work with Others	<p>“Leadership is a relationship that brings possibility to others and to the world, from any role. The ‘leader of possibility’ invigorates the lines of affiliation and compassion from person to person. Any one of us can exercise this kind of leadership, whether we stand in the position of CEO or employee, citizen or elected official, teacher or student, friend or lover.”</p>	Collaborate effectively by managing your polarities.
Learning Circle 5	Find Your Voice	<p>“Tell me the facts and I’ll learn. Tell me the truth and I’ll believe. But tell me a story and it will live in my heart forever.”</p>	Integrate storytelling to reach the heart.
Part III - Looking Ahead			
Learning Circle 6	Engage with Your Peers	<p>“Enrolling people is not about forcing, cajoling, tricking, bargaining, pressuring or guilt-tripping someone into doing something your way. It is the art and practice of generating a spark of possibility for others to share.”</p>	Share your passion and create sparks of possibility.

Is LeadIN Core For You?

While LeadIN Core is not designed for people in a particular industry or at a specific career level, we find that the program works well for people who fit one or more of the following descriptions:

- You are in transition or are considering a transition in your life (such as a new job, a move, a new position etc.).
- You seek professional development and would like to find a leadership model that works for you and your values.
- You seek a community of like-minded individuals, dedicated to learning and growth.
- You have a collaborative mindset and enjoy learning from and sharing with others.
- You are an early-to-mid career professional.
- You want to positively impact people around you.

Commitment Pledge

We believe that anyone who wishes to invest in his or her personal and professional development should be able to do so. That is why we offer LeadIN Core free of charge to selected individuals.

At the same time, we know that the program provides great value when all participants are committed to attending, dedicating time and effort, and contributing to the growth of their peers. Furthermore, LeadIN members from previous cohorts volunteer a considerable amount of time to create the right environment and guide your LeadIN Core cohort.

We strive to create a balance between accessibility and commitment: we make the program available and we ask our participants to treat LeadIN Core as an opportunity as well as a responsibility by taking this commitment pledge:

- **Attendance and Participation:** attend at least seven of the nine sessions. If your availability changes, or you determine that this program is not suitable for you, we ask that you drop before the first Learning Circle.
- **Time and effort:** dedicate between 2-4 hours per week to prepare, check in with your buddy and practice.
- **Punctuality:** arrive on time and complete the various assignments by the specified deadlines.
- **Communication:** maintain open and honest communication; notify your cohort if you are unable to uphold a commitment.
- **Respect:** treat everyone with kindness and respect.
- **Generosity:** provide thoughtful feedback and support and contribute to your peers' learning and growth.

- **“Pay it forward”**: give back to LeadIN or the larger community in whatever way you deem appropriate. This could include donating your time (promote LeadIN, help with the next LeadIN cohort, volunteer at a local nonprofit, do community service, etc.).

Schedule and Logistics

We offer LeadIN Core three times a year:

- **Spring Cohort**: early February - early April
- **Summer Cohort**: mid July- late August
- **Fall Cohort**: late September - mid November

Here are the logistics for the upcoming Spring 2020 cohort:

- **Fee**: LeadIN Core itself is offered free of charge. We ask participants to purchase [“Strengths Based Leadership”](#) (which includes a code for the [Strengthsfinder online assessment](#) we use throughout the program) and [“Emotional Intelligence 2.0”](#) (which includes a code for the [Emotional Intelligence Appraisal](#)) for about AED 215 total.
 - **Note**: we recommend buying the books because it is more cost-effective than to purchase the assessments online. If you have already done any of the assessments, you can use your previous results - no need to buy the book(s) or re-take the tests.
- **Summer 2020 Program Dates**: July 20th - September 5th
- **Specific Days and Times**: Kick-Off - week of July 20th, hour TBD
- **Location**: Virtual

Questions? Comments?

Please do not hesitate to email us at Hello@lead-in.co should you have any questions or comments. **To apply for our Summer 2020 cohort, please [submit the application](#) no later than July 9th.** Applications are reviewed on a rolling basis so please apply early.