

NLI LEADERSHIP TRAINING MODEL

I: Methodology

The National Leadership Institute believes in peer-to-peer training at the student and adult levels. The core curriculum is taught experientially in intact groups of 8-10 participants led by a peer trainer who has completed one or more three-day staff development trainings. Time is set aside following each activity for reflection and discussion. Students analyze their feelings at various points in the exercise, group dynamics and draw connections to other experiences in their lives. Having identified key learning from the experience, they commit to specific actions in the future.

II. Core Curriculum

The Interaction Method of Meeting Skills

This consensus decision-making process enables groups to reach agreement on decisions that they actually will support over the long term. Students develop skill in defining desired outcomes, building agendas, facilitating, recording and participating in interactive meetings.

Non-Violent Communication (NVC)

Developed by Dr. Marshall Rosenberg, NVC is a language composed of four components: observation, feelings, needs and requests. The process seeks to develop connection and cooperation between people on the micro and macro levels.

Presentation Skills

Students have the opportunity to increase their oral communication skills by concentrating on three areas: Body and Movement, Voice and Expression and Content. Each delegate prepares and delivers a mini-presentation and receives feedback.

Teamwork

Participants engage as a group in a series of structured experiences designed to help them develop insight into group process and the impact they personally have on group interaction. Opportunities for reflection and discussion are provided after completion of each exercise.

Leadership and Management

The Gemini Model of Leadership and Management provides participants with a conceptual framework for distinguishing the uniqueness of these two dimensions and to consider the difference between what effective leaders and managers do versus what qualities they possess. Self-assessment and feedback from others complete this module.

Project Planning

Utilizing the Interaction Method, delegates identify a potential project and complete a template that includes: vision, long-term goals, short-term objectives, potential obstacles, critical factors for success, resources and tasks.