



CENTRAL & EASTERN EUROPEAN  
LEADERSHIP DEVELOPMENT

## Leaders of Tomorrow

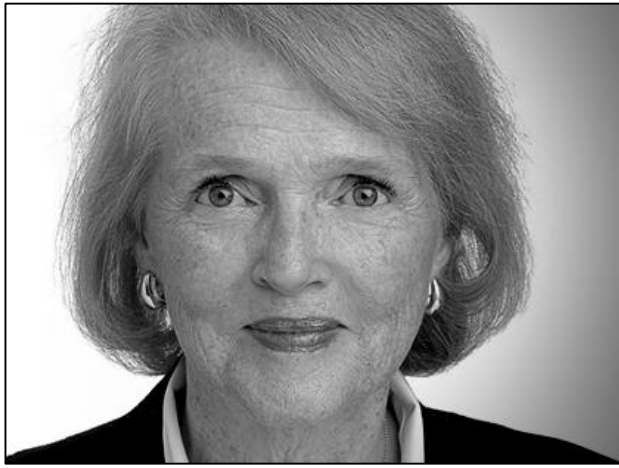
### Program's Agenda Outline

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#### > PROGRAM PRINCIPLES

- Leaders participating in the program are mature and do not need to be told what to do;
- Leaders need contact with other leaders, they need inspiration and a space to reflect;
- Leadership cannot be taught, it is rather like a talent, it is to be discovered and developed;
- Leadership means asking the difficult questions and assuming the responsibility of honestly searching for my own answers;
- Civil society leaders in the Central and Eastern European region represent an indispensable potential for self-confident, authentic and free society.





**Kay Sprinkel Grace (USA)**

- To lead, you must know how.
- To lead, you must know why.
- To lead, you must know yourself.
- Leaders of Tomorrow opens doors to leadership, to your potential, to your future.

## > PROGRAM ORGANIZATION

This one year program comprises 4 major components:

### 1. Orientation session

**Half day – Modra-Piesok, SK  
24 October 2021**

In a retreat training facility near Bratislava, afternoon arrival, opening session and dinner.

### 2. Training

**4½-days – Modra-Piesok, SK  
25 - 29 October 2021**

In a retreat training facility near Bratislava, starting Monday to wrap up by lunch on Friday.

### 3. Mentoring and webinars

**Monthly – skype, e-mail, telephone, webinar  
November 2021 – September 2022**

### 4. Leadership Summit

**1 day – Modra-Piesok, SK  
October 2022**

It will take place in conjunction with the next year's program.



Jan Kroupa (CZ)

- Management is about doing things right.
- Leadership is about doing the right things.
- This program is about your decision to do both.

## > Orientation Session

This half day meeting of participants is opening the program. The purpose is to usher participants into the program, to explore their expectations, ideas, motivations in order to be able to fine-tune the content and processes of the 4½-day training. We want the group of participants to come together and to form a group, so that the extensive retreat can get directly to business and maximize its impact.

## > Training

The 4½-day training is segmented into 4 ways of looking at leadership and its practical applications by participants:

### Day 1 **Personal Leadership**

#### Outcomes

- Reflections of self in the context of leadership;
- Understanding the gap between where/who I am and where/who I want to be;
- Assessing personal values and challenging them outside one's comfort zone;
- Understanding and being aware of the moments in which we can hold true to our values;
- Sharing observations with others.

### Day 2 **Organizational Leadership**

#### Outcomes

- Understanding how organizations are organized and what that means;
- Reflecting how leadership happens in organizations;
- Understanding the various leadership roles in an organization;
- Understanding the leadership positions within an organization;
- Identifying and defining the role you play in your organization;
- Identifying the best suited role and the role you may wish to play in the future;
- Understanding the characteristics and values you need for the current role, those you need for the future role, and the difference;
- Distinguishing between formal and informal leadership roles.



**Jana Ledvinová (CZ)**

- Vision is not enough, it must be combined with venture.
- It is not enough to stare up the steps, we must step up the stairs.  
— Václav Havel

### **Day 3 Community Leadership**

#### **Outcomes**

- Understanding the elements of community leadership: people and organizations;
- Determining in what capacity you may wish to lead (personal and/or organizational) and how to blend the two;
- Understanding what community you are building or what communities you see yourself as a leader in and how you contribute to grow these communities;
- Defining your vision for your community / communities;
- Sharing your vision with the community;
- Engaging people and mobilizing resources.

### **Day 4 Professional Leadership**

#### **Outcomes**

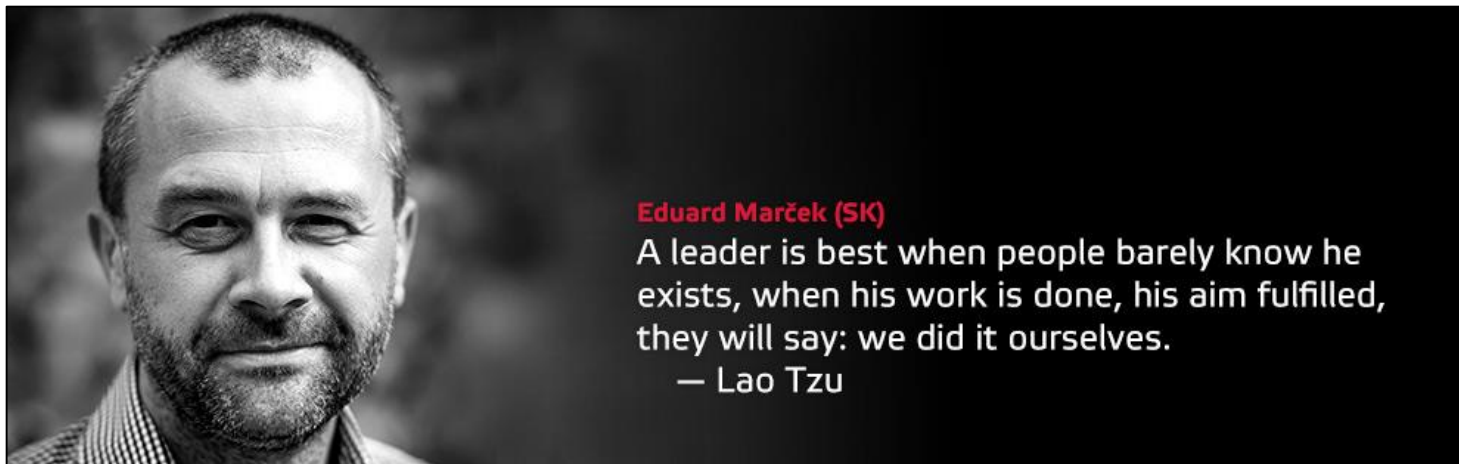
- Identifying the profession that you most closely relate to;
- Identifying the components that constitute a profession;
- Understanding the role a profession in advancing community development and the development of civil society;
- Understanding the role of high standards and ethics in all that we do;
- Understanding the role of a profession in leadership that can support all of the previously discussed elements of leadership.

Specific output of the 4½-day training: each participant will be leaving with an outline of their own personal **Leadership Development Plan**:

**I know where I stand, I know where I am going and know how to get there!**

### **> Mentoring**

Each participant will have the opportunity to consult the implementation of their Leadership Development Plan with a mentor. Individualized consultations will take place on monthly basis (approximately 1 hour each month) through skype, e-mail and/or telephone. Individual mentoring/coaching will be complemented by a series of webinars commissioned from experts, if specific fields turn out to be important and desired by participants.



## > Leadership Summit

To conclude the program, participants are invited to again come together for one day. Private space will be designed for the group of participants to share and to evaluate. In addition, participants will have the opportunity to present their achievements and learnings to the participants of the next year's program, for the second half of the Leadership Summit is designed to overlap with the orientation session of the next year in order to better understand the program design as well as to enhance the civil society leadership elite building.

## > COMMUNICATION SPACE

Program website and a Facebook group will be up and running throughout the program to meet all communication needs of the group and to promote the importance of leadership for further growth and advancement of communities and civil society.

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**Join us > [www.en.leaders.ngo](http://www.en.leaders.ngo)**

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### Organizers



### General Partner



### Partners

**Jerre and Mary Joy Stead**