



CENTRAL & EASTERN EUROPEAN
LEADERSHIP DEVELOPMENT

Leaders of Tomorrow

Program's Agenda Outline

> PROGRAMME PRINCIPLES

- Leaders participating in the programme are mature and do not need to be instructed on what to do;
- Leaders need contact with other leaders, seeking inspiration and a space for reflection;
- Leadership cannot be taught, it is more akin to a talent that must be uncovered and cultivated;
- Leadership involves asking challenging questions and taking responsibility for genuinely seeking one's own answers;
- Civil society leaders in the Central and Eastern European region represent an essential resource for a self-assured, authentic, and free society.



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.



> PROGRAM ORGANIZATION

This one-year programme consists of four major components:

1. Orientation session

**Half day – Modra-Piesok, SK
27 October 2024**

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

2. Training

**4½-days – Modra-Piesok, SK
28 October - 1 November 2024**

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

3. Mentoring

**Monthly – zoom/skype, telephone, in person
November 2024 – September 2025**

4. Leadership Summit

**1 day – Modra-Piesok, SK
October 2025**

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



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

> Orientation Session

This half-day meeting marks the commencement of the program. Its purpose is to introduce participants to the program, delve into their expectations, ideas, and motivations, and thereby refine the content and processes of the 4½-day training. Our aim is for the group of participants to establish cohesion and form a collective unit, allowing the extensive retreat to immediately delve into its objectives and maximize its effectiveness.

> Training

The 4½-day training is divided into four perspectives on leadership and its practical applications by the 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 **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 3 **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.

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!**



Eduard Marček (SK)

A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.

— Lao Tzu

> 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 two days. 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.

Join us > <https://en.leaders.ngo>

Organizers



Program Was Born Thanks To



Partners

**Jerre and Mary Joy
Stead**