

## **Leadership Groups: Leadership Commitment Prep**

To strengthen the leadership skills that you bring to our monthly program days, a section of every week 3 Continuing the Conversation session will be dedicated to Leadership Groups. Each group will plan, prepare for, and conduct the ‘Leadership Commitment Prep’ portion of each Continuing the Conversation session based on the topic provided by the LeadBoston team.

The monthly Leadership Commitment Prep topics are developed from research regarding critical leadership capacities – particularly inclusive leadership, alignment with the mission of LeadBoston, leading change efforts, and “fit” within each month’s Leadership Commitment action step. As a whole, the topics are designed to help participants prepare to take develop and implement an action plan that will further equity and inclusion at their organizations. Since individual Leadership Commitments won’t be finalized until November, this time will provide general learning and skills helpful for all participants to implement their Leadership Commitment when the time comes.

For example, the Leadership Commitment Prep topic for March, “Determining What Needs to Change” will help to prepare participants to complete the Leadership Commitment related action step for April, “identify equity related challenge areas at my organization.”

### ***What is the structure of Leadership Groups?***

Each group is comprised of 5 – 6 participants with a mix of industries and professional expertise in each.

Groups will have 30-45 minutes for their Leadership Discussion. Each Leadership Group is empowered to organize the structure of the discussions they lead (size of groups, visual tools, hands on exercises, hand-outs, etc).

It is the responsibility of the Leadership Group to connect via email, phone, or virtual meeting to prepare for their discussion.

### ***What are the goals of Leadership Groups?***

Although the discussions led by each group is different, the goals are the same. We ask all groups to:

- Strive to engage all participants in the discussion
- Keep in mind that any assigned readings are intended to spark discussion, not as LeadBoston’s official take
- Tap into the expertise in the room and learn from one another
- Identify a specific “take-away” from the discussion

### ***How are Leadership Groups set up for success?***

LeadBoston staff are available to provide assistance as needed. Staff will be in touch with each team several weeks prior to their assigned day, to remind them of the topic and provide details on the schedule and timing. Additionally, we'll check in periodically to gather feedback and troubleshoot challenges.

Please use the resources below to support your planning.

***Additional materials -***

[Engaging Class Discussion Strategies](#)

From the Cult of Pedagogy, this resource details various ways to plan for discussions that encourage discussion, activity, and collaboration.

[Tips for Public Speaking \(Structural\)](#)

From TED, this video describes the traits of an impactful speaking presentation and the ways you can prepare your dialogue for success.

[Tips for Public Speaking \(Practical\)](#)

More from TED, this list of videos answers questions about public speaking that range from stage fright to body language.

[Lewin's Change Management Model](#)

From MindTools.org, this article provides insight into the three stages of change and their sub-steps, on which most of our discussion topics are focused.

## *Leadership Commitment Prep Groups*

**February:** Advance 2/12-2/13

**Topic:** Building a Network of Support

**Team:** Rochelly Araniz, Richard Dahill, Nicole DuFauchard, Katharine Jensen, Kevin Fudge, Rebeckah Orsatti,

**March:** 3/17 Continuing the Conversation

**Topic:** LCM Unfreezing: Determining What needs to change

**Team:** Tracy Battaglia, , Erin King, José Massó, Jullie Patterson, Courtney Porcella, Daniel Marion

**April:** 4/21 Continuing the Conversation

**Topic:** LCM: Unfreezing/Preparing for Organizational Change: Getting support/influencing up

**Team:** Elsa Bondlow, Robert Kordenbrock, Erin McAleer, Viv Rettke, Padma Tumuluri

**May:** 5/19 Continuing the Conversation

**Topic:** LCM Unfreezing: Creating the need for change

**Team:** Valerie Brown, Stephen Fulton, Holly Lucas Murphy, Kristen McKenna, Joyce Kvalsvik

**June:** 6/16 Continuing the Conversation

**Topic:** LCM Change: Managing Organizational Change (Time and Communication)

**Team:** Jenese Brownhill, Lei Ge, Pauline Lucido, Seville Meli, Dan Slipakoff,

**July:** 7/21 Continuing the Conversation

**Topic:** LCM Change: Building Support for a Vision

**Team:** Willie Andrews, Geri Haight, Charlene Luma, Bonnie Michelman, Lauren Rogers

**August:** 8/18 Continuing the Conversation

**Topic:** LCM Change: Involving People in Change Process

**Team:** Tracy Burns, Harry Harding, Alice Monteiro, Sarah Rosenberg-Scott, Dionne Singletary, Penny Weeks

**September:** 9/15 Continuing the Conversation

**Topic:** LCM Change: Refreeze Sustaining Change

**Team:** Tom Burrow, Megan Huang, Elizabeth Saltonstall, Anne Tiffin, Liza Tran, Marcel Daniel

**October:** 10/20 Continuing the Conversation

**Topic:** Effective Project Management

**Team:** Rachel Freed, Nicholas Hasenfus, Ladi Olaoye, Christina Peretti, Ellyn Sayers, Amy York