LEADERSHIP
ON THE RISE

downtown hazleton
ALLIANCE FOR PROGRESS

on the **Rise**
COMMUNITY

LEADERSHIP ON THE RISE – Program Outline

"Do not follow where the path may lead. Go instead where there is no path and leave a trail."
-Ralph Waldo Emerson

LEADERSHIP ON THE RISE: A program designed to help immigrants and other new members of the community understand how our local institutions operate, stimulate passion for community service, and nurture leaders who will help sustain the revitalization of Downtown Hazleton.

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Overview

The Leadership On The Rise Program is created in response to the community's continuous need for new leaders who will contribute time and talent to nonprofit organizations and institutions that fill critical needs within our downtown's civic ecosystem. Cultural differences, lack general knowledge of community structure, and communication barriers present great challenges to engaging members of the Hispanic community in civic life. Those with interest in volunteering time to community service often lack basic understanding of how nonprofit organizations operate, and need additional skills that will permit them to succeed as members of a culturally integrated organization.

This program covers a wide range of topics related to leadership, including topics such as the individual, self-discovery, communication skills, networking, conflict resolution and management, self-assessments, the role of government and nonprofit organizations. Program content was made in consultation with the possible recipients of the training and always thinking about the final outcome expected after the participants complete this training.

Target Audience

This program was designed with the intention of giving tools to emerging leaders of the Hispanic community. Understanding that Hazleton is a low-income, blue-collar community in Northeast Pennsylvania and the community has transitioned to a majority-minority community with the highest rate of increase in Hispanic immigration in the state (less than 5% in 2000 to nearly 60% today). The impact of this immigration touches every facet of the community: its neighborhoods, businesses, schools, public spaces, places of worship, and other community institutions. In many instances immigrants are not part of the leadership of these community organizations or institutions, either because new citizens often do not understand the value or need for community service, have no pathway to involvement in the organization, or lack the skills necessary to be effective.

This program is designed for emerging immigrant leaders who will, according to their interests, culturally integrate, meaningfully contribute, and grow professionally the nonprofit organization of her or his interest.

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Leadership on the rise program structure

Building Block	Topic Addressed	Competences Addressed
The Blue Building Block Week 1	Leadership and context: Introduction to leadership, what is and what isn't leadership, types of leadership, vision of leadership, style inventory, skill set of a leader, leadership during hard times, history.	Understanding what leadership is and the different styles of it, overview of most common competences and skills of a leader, building rapport, general overview of local history.
The Green Building Block Week 2	The individual "self-hood": Who we are as individuals, our individuality in relation to the group, where we are at the pyramid, self-discovery, my individuality as an agent of change.	Understanding what we are inside the collective, know the pyramid of Maslow of priority to understand where we are at and how we could use ourselves as agents of change in our communities and organizations.
The Yellow Building Block Week 3	Our institutions "Community Institutions": The Government, nonprofits, nonprofit types and roles, nonprofit management and structure, impact on the community.	Basic knowledge of the government and a focus on nonprofit organizations and concepts related to a well management of nonprofit such as sustainability.
The Red Building Block Week 4	The Skills "Soft skill": Effective Communication, managing across differences, networking and visibility, influencing for good, meetings.	Meeting management and structure of a meeting. Communication tools and how and when effectively networking. How to create visibility? Call for action on issues that matter for you.
Capstone Project Week 5	Present a problem and show how you will address it from a nonprofit perspectives with the tools that the participant learned.	

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Program Format

This program is intended to provide the emerging leaders with a way to learn and examine their conception about leadership and their own role as leaders, and will provide concrete practical skills to improve on their leadership skill set. With this goal in mind, three learning processes will be used which will be Leadership online learning sessions, online resources and Capstone project.

Leadership online learning sessions:

Once a week during 5 weeks for 2 hours, each participant will attend to the online learning workshops where they will use a variety of learning activities like small groups discussions, large groups discussions and one guest by section to speak about her/his experience in the topic of the week.

The emphasis will be practical because the intention is the learning of usable skills that could be applied first on a "safe to fail" environment and then on different nonprofit organizations from the community. As a support material we will be using the canvas for our self-discovery process and identify in which direction should their capstone project go.
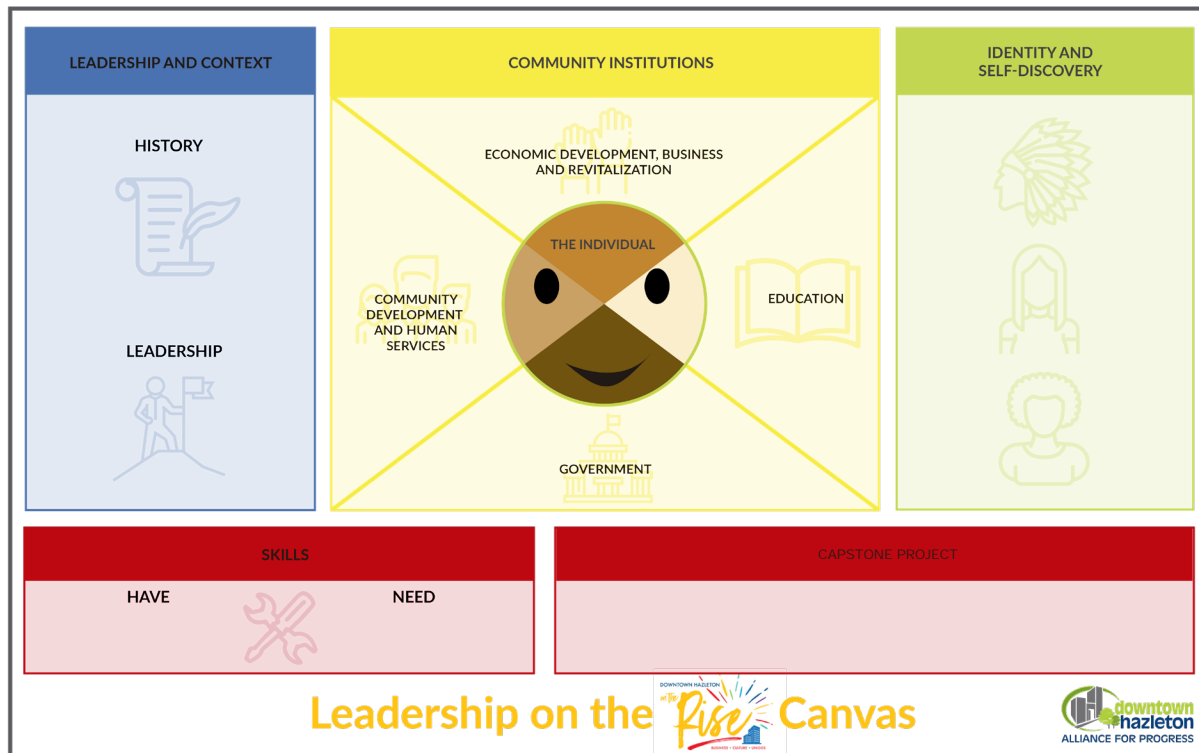
Online resources

In addition to the material provided by the instructor and the speaker, we will give tools and resources where the individuals could self-improve any area that they believe should be reinforced and we will provide links where they can find self-assessment tools so they can evaluate themselves periodically if they deem it necessary.
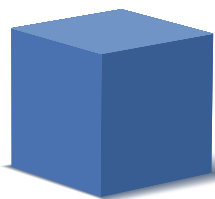
Expected Learning Outcomes

- Understand the importance of non profits within the community, the roles they serve, and how they operate.
- Understand the value they can bring to an intercultural organization.
- Identify barriers as well as skills and competencies that are necessary to effectively serve the community in an intercultural environment.
- Improve leadership skills and develop tools to work with people from different cultures.
- Understand how the community service can also boost their career and their business.
- Develop awareness of and resilience to obstacles associated with cultural integration.

Leadership on the Rise

COMMUNITY

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LEADERSHIP AND CONTEXT	COMMUNITY INSTITUTIONS	IDENTITY AND SELF-DISCOVERY
HISTORY	ECONOMIC DEVELOPMENT, BUSINESS AND REVITALIZATION	
	THE INDIVIDUAL	
	COMMUNITY DEVELOPMENT AND HUMAN SERVICES	EDUCATION
LEADERSHIP		
	GOVERNMENT	

SKILLS	CAPSTONE PROJECT
HAVE	NEED	

Leadership on the Rise Canvas

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# Building blocks for Community Leadership

Leadership and context:
An introduction to leadership skills and styles, and the role leaders play in community development. This block also covers local history and the cultural values and traditions of the community.
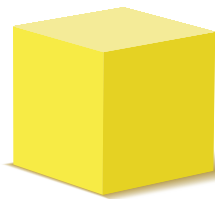
Community institutions
The success of our community is grounded in our non-governmental institutions such as educational, economic and social organizations. This block will cover how they operate and their importance.
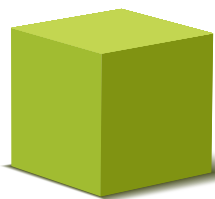
Identity and Self-Discovery
This block explores our individuality so we can identify those characteristics we share with other groups, those peculiarities that make us unique, and how both will help build a new community paradigm.
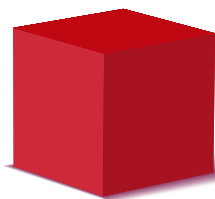
Engagements and Skills:
This block will help you identify and improve the skills needed to be a community leader. As a capstone we will apply what we learned by taking on a small community service project, and interact with the organizations that inhabit our community.