# Developing the Next Generation of Leaders

## A Collaborative Workshop to Help NFBV Create Change and Take Action

### May 2, 2015 | Richmond NFBV Board Meeting--Agenda

### The purpose of this workshop is to bring the NFBV board and key leaders together to:

* Build deeper understanding around the qualities of a great leader;
* Create a more cohesive vision of those qualities that will be needed by the next generation of leaders; and,
* Define the key actions that we could take to help build the next generation of leaders.

## Agenda

* 0:00-15 min: Welcome, purpose and agenda review, setting the stage?, roles of group work (see page 2), and breaking into our small groups
* 0:15-20 min: **The Characteristics of a Great Leader—Small group discussion.** Reflection time: Think about the last time you crossed paths with someone who you considered to be an excellent leader. Questions to be addressed:
  + What made them a great leader?
  + What were the specific qualities that they embraced that made them such a successful leader?

Remember: choose a facilitator, recorder, and spokesperson

* 0:35-20 min: **Taking Action to Grow Future Leaders—Small Group Discussion.** Questions to be addressed:
  + Now that we have identified the key qualities needed by the next generation of leaders, quickly brainstorm key actions that NFBV could take to help grow these qualities in our future leaders.
  + During the last minutes of your time together, narrow your brainstorm to the top 3-4 actions that we ought to take to help create the next generation of leaders.

Remember: choose a facilitator, recorder, and spokesperson

* 0:55-15 min: Wrapping up, what’s next, Reflections (see page 3), evaluation (see page 4)
* 1:10: Adjourn

## Roles of Group Work

**Recorder/Scribe**

* Listen for key words; do not edit – use exact words
* Capture the basic ideas, essence
* Write rapidly
* Write legibly, 1 to 1-1/2 inches high
* Number each sheet; reference topic, group
* Do not worry about spelling

**Spokesperson**

* Be sure you understand what you are expected to report
* Listen carefully to the discussion
* Report key points as requested at the end of the session

**Facilitator**

* Help keep the group on task
* Watch the time to assure that the group completes its task
* Assure that everyone is able to participate – no one dominating, no one excluded
* Remind people to listen as others are talking
* Encourage people to respect and use their different perspectives and views

**Rules** **of Brainstorming**

* Do not discuss ideas
* Do not judge ideas (good or bad)
* Repeat ideas are fine
* “Piggybacking” off someone else’s idea is fine
* Wait for the silences to end: the greatest creativity follows
* The more ideas, the better

## Process notes to guide understanding of the approach

* The small group break-outs help us quickly tackle each part of the aggressive purpose in a rapid and efficient way that keeps the participants engaged.
* The small groups are the same groups for each of the three break-out sessions. Each small group should contain 4-5 people and ideally would be a representation of the stakeholders in NFBV. Groups are determined during the opening, which will include selecting a volunteer from each group to be the recorder to capture the outputs from the discussions. This allows us to capture all the outputs from various group discussions throughout the workshop
* Each of the small group activities are designed to build off of the discussion from the previous activity.
* The overall approach to the workshop is designed by blending components of appreciative inquiry, small group facilitation theories, leadership principles, and the DVF model, which helps participants build common desire for change, clear vision for how they yearn for things to be, and clear first steps that they can take to achieve their vision. The DVF model, a core driver in this design, helps the group ensure they can overcome resistance that they will face trying to implement the actions they’ve defined.
* The same general process will be used for each break-out session and should take about 20 minutes total per activity (note we have included an extra 5 minutes in the last activity to give participants more time needed for the activity). The process we’ll generally follow is:
  + 2 min: introduction of the activity
  + 10 min: small group discussion around the question, outputs written by the recorder in the small group
  + 6 min: debriefing our small group work—popcorning the small group discussion
  + 2 min: Large group debrief—what are we taking with us from this activity

## Evaluation

**Please email your evaluation to** [**jwg@sgendeavors.com**](mailto:jwg@sgendeavors.com) **no later than May 5.**

What were the most significant outcomes of this workshop for you?

On a scale of 1 to 10, how confident are you that together you will carry out the identified actions to grow the next generation of leaders?

1 2 3 4 5 6 7 8 9 10

Not a chance! Watch us ride!

Why did you score it where you did?

What feedback do you have for the facilitator in regards to this process and workshop, in general?