



Horizons In Learning, LLC

Learn • Coach • Lead for Change

Conscious Leadership Program Description

Program Overview

This Program is designed to be implemented over a 12 month timeframe to provide both breadth and depth of instructional content and one-on-one coaching to support sustainable change at the program level and for individual leaders, managers and supervisors.

The *Conscious Leadership Program* includes quarterly onsite professional development with 1.5 days (9 hours) delivery per visit. Total onsite professional development will total 36 contact hours. This program also includes individual coaching for leaders, managers and supervisors to support and facilitate establishing goals, action plans and reflective practice as they implement strategies, shift attitudes, improve skills, and expand competencies learned in the professional development. Each person will receive 6 hours of individualized coaching, delivered every other month during a 12 month timeframe.

Participants will learn the *Framework for Change Model™*, a mental model for 'agents of change' to use to facilitate the change process. This systematic and intentional model can be used both with an individual and at the program level to facilitate and groom conscious change to promote continuous quality improvement (CQI). It can be used by coaches, consultants, administrators, or community leaders to work with early childhood teachers or administrators. The Framework is a facilitation, empowerment, design thinking, and inquiry-based approach.

Delivery Components & Content/Topics

The following outlines the components parts of the program and gives detailed description for each component. The content and components can be modified to meet individual program needs.

Component	Description
Course Curriculum Content	
<p>Length: Four– 9 hour sessions, delivered onsite in 1.5 days Onsite Curriculum (36 hrs content delivery)</p> <p><i>Content can be modified to need individual program needs.</i></p> <p>Instructional Strategies will include: Lecture & Dialogue Reading Interactive Large Group Discussion Small Group Discussion Group Facilitation Video Demonstration & Modeling</p>	<p>Curriculum Content TBD and co-developed with team. The following are suggested training topics:</p> <p>Intentional Conscious Leadership Distinction between Leadership & Management Moving from Knowledge to Change Bringing Who You Are to What You Do Linking vision to empowering people, effective procedures, and leadership habits</p> <p>Leadership Models (present one model at each session) Developmental Supervision Continuum Directive Collaborative Non-Directive Adaptive Leadership Model</p>



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<p>Modeling & Demonstration Peer Role Playing Peer Coaching Practice Self Reflection Activities Action Planning</p>	<p>Technical Leadership Adaptive Leadership 5 Commitments of Optimistic Leaders Model Lastinger Model of Dispositions and Habits of Highly Effective Leaders</p> <p>Leadership Qualities & Characteristics</p> <p>Leadership Competencies, Skills & Responsibilities</p> <p>Team Building Lencioni’s – Behaviors of Functional Strong Teams Trust Healthy Conflict Commitment Accountability Results Conflict Norming Trust Building Orchestrating healthy conflict Protocols & Activities</p> <p>Leadership PD Plans Vision (Program & Individual) Goals Actions <u>Implementation</u> Practice Co-Creating Program/Team Vision Create Individual Goals & Action Plan Implement Plans</p>
<p>Coaching In Action Follow Up Services</p>	
<p>Practicum Implementation</p>	<p>Participants will have time between instructional and/or coaching sessions to implement learned strategies, action plans and identify their strengths and challenges in the field supporting professionals in the field.</p>
<p>Individualized Differentiated Coaching</p>	
<p>Individualized one-to-one coaching</p>	<p><i>Conscious Leadership Program</i> Instructor/Coach will offer individual coaching sessions for each participant to self reflect, debrief and discuss the progress, success and challenges of implementing learned information, leadership and managing skills, strategies and support their individual goals, action plans and improvement plans.</p>



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	<p>Each participant will create a plan for improving their leadership skills including creating visions and/or program Mission Statements, setting goals, establishing criteria for evaluating their success, creating action plans with timelines, evaluating their success, and making adjustments and modifications for improvement.</p>
<p>Products/Materials</p>	
<p><u>Conscious Leadership Handout/Workbook</u></p>	<p><u>Required:</u> Horizons In Learning will provide training materials/handouts.</p> <p>The client is responsible for providing training materials provided by the Horizons In Learning for each participant. The client can either print materials in-house or purchase prepackaged workbook of training materials from FedEx at their own cost. (Horizons In Learning will provide the link to order the prepackaged notebook from FedEx.)</p>
<p><u>Intentional Coaching Busting Barriers Online Course</u> by Constant Hine</p>	<p><u>Optional:</u> This on-demand online course is designed to help agents of change/coaches/leaders to deepen their skills to deal with common barriers and challenges with “sticky situations” encountered when supporting others to implement action plans to achieve desired results and changes. These common “AAMESS” barriers are usually related to a lack or limitation related to Awareness, Attitudes, Motivation, Emotions, Stress and Skills.</p> <p>This product includes a recorded webinar and handout on 4 topics (4 hours of content) that is accessible from a cloud based website. This product is priced for an individual user. For details: http://constanthine.com/wp-content/uploads/2017/07/Busting-Barriers-Webinar-Series-Online-Course-Description.pdf</p>
<p><u>Creating Ease In A Day’s Work Sign Book</u> from Horizons In Learning, Inc.</p>	<p><u>Optional:</u> This sign book is a valuable tool that provides strategies for helping to shift attitudes, manage stress and dealing with overwhelm that participants will find helpful in supporting their own change and when facilitating others in the change process. For description: http://constanthine.com/wp-content/uploads/2017/06/Sign-book-flyer.pdf</p>