

## ICL Leadership Intensive, 2018-2019

*Be a part of a collaborative process.*

*Build new and lasting relationships.*

*Create real results.*

### **About MDF:**

The Maine Development Foundation (MDF) is a private, non-partisan membership organization that drives sustainable, long-term economic growth for the State of Maine. MDF's strategic focus is a productive workforce. We believe that a productive worker is one that is educated, healthy, innovative, and engaged in their community and the economy.

MDF stimulates new ideas, develops leaders, and provides common ground for solving problems and advancing issues by:

- **Empowering** leaders
- **Strengthening** communities
- **Guiding** public policy with trusted economic research

Created in statute in 1978, MDF is a unique and trusted non-profit 501(c)(3) corporation. MDF works statewide across all sectors.

### **About the ICL Leadership Intensive:**

*"The leadership intensive experience helped me recognize that the creative work I was doing in the world was leadership work. I also learned valuable skills in group decision making, mindful group facilitation and careful stakeholder analysis. Additionally, after my experience I'm taking risks on an even greater scale than before - I feel a sense of urgency for our world."*

College of Art

**-Christina Bechstein, Professor, Maine**

The *ICL Leadership Intensive* is an experiential, skill development curriculum for senior and upper management of public, private and nonprofit organizations, entrepreneurs, and community volunteers. The training teaches collaborative, facilitative leadership skills and provides a retreat setting for reflection about one's leadership.

The seven-month, 14-day program begins in September and ends in April. The program includes a three day overnight experiential learning component led by Outward Bound and a practicum project using the tools and skills in addressing a real issue facing Maine organizations or communities. MDF's VP of Programs, Jan Kearce, will be the Program Director. Other delivery team members include Laura Moorehead, who has over a decade of experience facilitating this program. Carole Martin and Gary Stern will be returning as guest facilitators and instructors.

Graduates finish the program with new skills that advance their ability to effectively lead change in their organization and their communities or groups. By increasing participants' capacities as leaders and by creating a network of skilled leaders, MDF's *ICL Leadership Intensive* strengthens our communities and organizations.

**2018 – 2019 Calendar**    *Note: All class days except Outward Bound begin at 8:30am and end at 4:30pm.*

**SESSION 1 - OPENING RETREAT**

Thursday and Friday, September 6 & 7, 2018

**SESSION 2 - Facilitated by Hurricane Island Outward Bound School in Newry, Maine**

Monday through Wednesday, October 8 - 10, 2018 **(mandatory/three days)\*\*\***

**SESSION 3** - Thursday and Friday, November 8 & 9, 2018

**SESSION 4** - Thursday and Friday, December 6 & 7, 2018

**SESSION 5** - Thursday and Friday, January 10 & 11, 2019

**SESSION 6** - Thursday and Friday, February 14 & 15, 2019

**SNOW DATE** - Friday, March 15, 2019

**FINAL SESSION** - Thursday, April 4, 2019

**GRADUATION** - Friday, April 5, 2019; 11:30am – 2pm

*\*\*\*Attendance at Outward Bound is mandatory since it is integral to the development of the learning community. For individuals with limited physical strength, endurance and/or mobility or cultural requirements, Outward Bound/MDF will make accommodations in partnership with the individual. No previous experience is necessary.*

**Time Commitment & Expectations:**

**Attendance is expected at all sessions.** Participants missing a cumulative 24 hours of class time will precipitate a conversation with the participant and could result in asking the individual to leave the program. Participants are responsible for their transportation to the venues. Often, class members organize carpools to travel together.

In addition to attending the training on the dates above, participants are given intersession assignments to encourage reflection, application and action between sessions. Class members will meet in-person or online in learning groups to discuss assignments, deepen learning and understand how co-class members are applying their learning. Expect 2.5 to 3 hours between sessions to complete assignments.

English language proficiency is strongly recommended for the participant's learning and so that the group can benefit from the participant's experience and contributions.

**Tuition Information:**

**Tuition for MDF's ICL Leadership Intensive is \$5,500 for non-members and \$5,000 for members.** This includes meals, instructional materials, and the three-day Outward Bound experience in October. A non-refundable **\$50**

**application fee** is due with your completed online application; this fee is applicable toward the tuition balance. **Unless you have made other arrangements with MDF, the following outlines the schedule of application and tuition dates and deadlines:** (SEE <http://www.mdf.org/LeadershipIntensive.php>)

- Application form, resume, and \$50 application fee can be completed online at: <https://mdf.wufoo.com/forms/m4969r21quiqmo/>
- **May 15, 2018** – Deadline for submission of your application and Funding Plan, if tuition assistance is requested
  - o **Access the Funding Plan on the MDF website:** <http://www.mdf.org/LeadershipIntensive.php>
- **May 2018** – Applicants notified of acceptances by MDF staff
- **July 13, 2018** – Tuition DUE IN FULL
- **Please Note:** *Are you a municipal employee looking for scholarship assistance?* Every year, thanks to the **Al Curran Leadership Intensive Scholarship Fund**, we award up to \$5,000 to one or more municipal employees.

### ICL Leadership Intensive Graduates:

There are over 700 alumni that have graduated from the 25 previous *ICL Leadership Intensive* classes. A complete list of their names, workplaces, and class years can be found at:

<http://www.mdf.org/LeadershipIntensive.php>

### ICL Leadership Intensive Session Outcomes:

#### September Session Outcomes

- Understanding of the scope and purpose of the ICL Leadership Intensive
- Shared framework for thinking about civic and self-leadership, collaborative leadership practices, and application across all sectors
- Understanding of the unique challenges of demonstrating leadership in Maine
- A learning community of class members who are beginning to know and value each other, as well as respect diverse biographies
- Readiness for the Outward Bound experience



#### October Session Outcomes

##### Transforming Experience: Outward Bound

- An increasingly cohesive class group that serves as a learning community
- Demonstrations of the concepts of learning zone and challenge by choice
- Experimentation with new experiences and skills
- Practice in giving and receiving support and feedback
- Experimentation with leadership roles on teams
- Practice in followership
- Personal reflection on one's own leadership
- Deeper understanding of styles differences



### **November Session Outcomes**

- Reflection on your Outward Bound experience and your leadership
- Concepts and in-depth skills practice in the tools of Facilitative Leadership, Systems Thinking and Network Theory
- Understanding the complexity of stakeholder work
- Application of facilitative leadership tools to your role and advancing your strategic challenges

### **December Session Outcomes**

- Experiencing the power of voice and hearing others' stories
- Understanding the role of allies in addressing inequities and working toward inclusion and equity
- Acknowledging and exploring the values of self and others
- Understanding the basic concepts of Emotional Intelligence
- Understanding of the dynamics of Adaptive Leadership, and particularly in leading complex, long term change.
- Practice in a peer consultation model



### **January Session Outcomes**

- More tools for inclusive, collaborative practice
- Concrete stories and insights about successful community engagement work
- A chance to see an evolving large-system transforming through collaborative processes that fully engage community members (field trip)
- Deepening understanding about the dynamics of difference
- A start in creating your personal visioning process.



### **February Session Outcomes**

- Practice in shaping your vision statement and saying it out loud, with ethos, pathos and logos
- Continuing awareness of issues of diversity, privilege, inclusion and access
- A chance to serve in our community – field trip

### **March Outcomes**

- Be prepared for final session
- Save March 15 (as a snow date or practicum)

### **April Session**

- Energy and inspiration to continue learning
- A commitment to specific action
- Appreciations from your colleague

**For more information:**  
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