

# The Leadership Practicum

## *Frequently Asked Questions*

### **How do I know if this leadership practicum is for me?**

We embrace the philosophy that “leadership is everyone’s business” (Kouzes & Pozner, 2011). It is not just for high-level executives.

We all have the opportunity to positively impact our world, whether it be in our own communities or across nations. In order to do that we must see ourselves in the leadership role. This practicum may be for you if you are someone who:

- Sees yourself as a leader
- Works in a unique setting of collaboration and community level leadership
- Wants to become more aware of how your personal leadership strengths can impact others in effective ways
- Is curious about the complementary nature of leadership & followership
- Is interested in furthering your leadership values, mission and goals
- Is ready to identify your leadership vision & inspire others

We invite you to contact us to register or to further discuss whether this practicum is a good fit:

Rebecca Larson, RPC with OMNI Institute - 970-882-1253 x3# or  
[rlarson@omni.org](mailto:rlarson@omni.org)

### **What do we mean by leadership? What do we mean by followership?**

We define leadership as “a process of motivating people to work together collaboratively to accomplish great things” (Vroom & Jago, 2007). Our approach to leadership is based on the Contingency approach with underpinnings of Servant and Transformative leadership theories. Rooted in the Contingency approach and in our everyday lives is the practice of followership. If we understand the dynamics of effective followership, then leadership development can be complete. We will explore the meaning of followership during this practicum including what it means for you, for your followers, and for the community.

### **What leadership topics will this practicum cover? What won’t be covered?**

This leadership practicum is strongly focused on the “self” as leader. You will have multiple opportunities to increase your self-awareness and your leadership efficacy.

We **WILL** cover:

- A theory of leadership that we believe is the best fit for those doing community-based work.
- Self assessment through the Myers-Briggs Type Indicator (MBTI), the Ladder of Inference and lessons in followership.

- Gathering feedback from others with the Kouzes and Posner 360 feedback tool, the *Leadership Practices Inventory*.
- Integrating learning and action through the creation of Individual Leadership Development Plans. These plans will guide your professional development over the next six months and give you goals and outcomes that you can track as you grow your leadership.
- Ongoing support through a coaching partnership. You will connect with your coach monthly to share out successes and challenges, and to brainstorm ideas and solutions.
- Opportunities to share support and connection with your cohort. The leadership practicum participants will gather together three times over the course of this program; at the initial intensive and then at three and six months. These gatherings will include new leadership learning and tools as well as opportunities to meet with your colleagues.

**We WILL NOT** be covering skills such as budgeting, grant writing, meeting facilitation, supervision or public speaking.

#### **What will be expected of me as a participant?**

Participants must be able to commit to the full 6-month practicum. This includes:

- Pre-work in September
  - Complete the online MBTI assessment – approximately 20 minutes
  - Identify and have five people complete the online LPI 360 feedback
- Attend 2-day October intensive
- Participate in monthly coaching sessions
- Attend two booster sessions in January and April (exact dates TBD by cohort)
- Commit to implementing the leadership development plan and practice your leadership skills in your daily work

#### **How much does the Leadership Practicum cost?**

The practicum tuition of \$750 covers all program instruction and materials, and is payable to OMNI Institute. A limited number of scholarships are available should you need help with the tuition. The tuition does not cover travel expenses such as mileage, lodging and meals.

#### **Is there an application process?**

While there is not a formal application process all registered participants will be contacted by a trainer to discuss the content of the practicum and confirm readiness to participate.

**How do I register?**

Please contact Rebecca Larson, Regional Prevention Consultant with OMNI Institute in order to register (970-882-1253 x3#, [rlarson@omni.org](mailto:rlarson@omni.org)). She will discuss practicum content and readiness with you before confirming registration for the practicum.

**What does individual leadership coaching look like?**

Leadership coaching is an ongoing relationship that is based on the value of inquiry as a tool for discovering one's own solutions. It provides support and accountability for leaders in doing their work and is an additional opportunity for leaders to increase their self-awareness and build on their strengths.

Each participant will be partnered with a coach for the 6-month practicum and will have monthly phone coaching sessions. These sessions will be structured around the individual leadership plan that you create.

**Can I get CEU's for attending this practicum?**

CEU credits may be available through Adams State for an additional fee. More information will be provided on this topic soon.