Leadership for Social Change

Neohumanist College of Asheville

Target Audience

- People inspired to make positive change in the world

- People committed to social equality, social and economic justice and sustainability

- People who are currently involved in social change initiatives, or doing work that enables them to apply the learnt skills directly into their environment

- People interested in developing universal spiritual and ethical values

Content

Every core module includes:

- Leadership content and practice

- Communication for raising consciousness and social change

- Neohumanist philosophy and intercultural competence

- Progressive socio-economic solutions

- An assessment tool and debrief

- Blended learning methods:

  - Online, independent learning (recordings, pre-reading, assignments etc)

  - 3-5 day live workshop (online or face to face)

- Individual, group and peer coaching/follow up

- Continued practice of interpersonal skills, service mindset, ethical and spiritual development

Purpose of each development level

Fundamentals

·Development of self awareness, teamwork and social change values

·Laying the foundation for a spiritual/ethical base for leadership

Leading others

·Development of team/group leadership skills and knowledge

·Skills for leading teams to envision, transform and implement ideas

Leading leaders

·Development of skills for developing others

·Leading and introducing change at a systems level

Fundamentals

By the end of this level participants will:

– Have basic intercultural awareness, and knowledge of how they interact with others based on an assessment tool

– Understand how knowledge is formed and what basis Neohumanist values and Prout are derived from

– Be able to use feedback and conflict management tools

– Have basic teamwork skills

– Understand basic concepts of spirituality and how it is expressed practically in a leadership context

– Have a basic orientation to implementing social change locally, and social change values

– Be able to make leadership decisions using a spiritual-ethical base (values-based decision making)

Leading others

By the end of this module participants will:

– Develop basic task, organisation and planning related skills for effective achievement of goals

– Be able to use relational skills such as listening, communication and networking for leadership effectiveness

– Develop knowledge of applicable leadership models

– Have an understanding and basic practice of change management skills including influencing others and personal transformation

– Take an assessment for leadership decision making in complex environments

– Be able to develop vision and use story/metaphor in leadership contexts

– Be able to turn ideas into projects, including selecting teams

– Learn how to become more effective leaders via 360-degree feedback on their leadership style

Leading Leaders

By the end of this module participants will:

– Have basic skills in coaching and developing others and understand the nuances of leading leaders

– Understand what brings psychological safety in people and teams

– Understand how to analyse social systems and to bring systems level change in society

– Be able to use strategic foresight tools and develop VUCA skills further

– Develop skills for public communication to inform, raise consciousness, organize, and mobilize organisations, communities, and society in general

– Build rational and creative skills such as critical thinking, how to create innovative environments etc

– Understand what moral and spiritual intelligence is and how to develop it in a leadership context

CURRICULUM

Level	Core programs (20 weeks per module)				Electives (Short courses 3–5 days)
Leading leaders 4 core + 2 electives	**Unlearn and create** – LRJA* – Critical thinking and reflection – Systems thinking – Humility & creativity	**Coach** – Safe2great* – Coaching basics – Creating psychological safety	**Influence** – Advanced conflict resolution* – Communication and media skills – Creating and changing culture	**Foresight** – LDMA* – Spiritual intelligence – Strategic foresight tools – Social cycles	– Conflict resolution – Strategic foresight tools – Activism – Lobbying and influencing – Starting cooperative businesses – Inclusion and diversity – Macrohistory and social change – Emotional hygiene – Psychological resilience – Entrepreneurship – Agile planning – Public speaking – Media relations – Communication for social change – Starting social change movements – etc
Leading others 4 core + 2 electives	**Relating** – Global DISC* – Emotional intelligence – Servant leadership – Situational leadership – Networking	**Organising** – Safe2great* – Project leadership – Planning and organizing systems – Holding others accountable – Healthy boundaries	**Transforming** – LDMA* – Personal change and healing – Influencing others – Neohumanist development	**Vision** – SAfe2great* – Transformational leadership – Narrative transformation – Implementing vision	
Fundamentals 4 core + 2 electives	**Self** – Global DISC* – Neo-humanist values and the formation of knowledge – Feedback skills – Spiritual Leadership	**Team** – Team Dynamics/group psychology – Conflict resolution* – Biopsychology of cooperation	**Community** – Local economy – Social equality – Developing common purpose* – Civic structures and power	**Ethics** – Values based decision making – Ethics and values* – Causal Layered Analysis – Authentic leadership	

*Using an assessment tool

Pedagogical philosophy/approaches

- Action learning (practice and reflection-based learning loops to seek the answers to real life problems)

- Neohumanist education (unlocking what is already within rather than a deficit model; the role of power structures in education)

- Adult learning principles (flexibility, self-paced elements, self-directed elements, relevance etc)

- Facilitator/student coaching and peer to peer coaching