



Interaction Institute
for Social Change

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Leadership Development at IISC

IISC draws upon extensive experience, in the realm of leadership development for social change. Within the United States and internationally, IISC has designed and delivered a range of intensive and long-term leadership development experiences for leaders through our many organizational and community partners.

In addition to these leadership programs and institutes, IISC is building the *facilitative leadership*® capacity of thousands of social change agents each year through their participation in the training workshops that we offer to the public in various locations and within our client organizations across the United States and in Ireland.

We are particularly committed to building the leadership and collaborative capacity of grassroots leaders to engage, speak out, and participate fully in determining the policies and decisions that affect their lives and their communities. One way in which we do this is through *The Community Building Curriculum for Emerging Grassroots Leaders*, a series of seven distinct grassroots organizing workshops. These workshops focus on the leadership and collaborative skills necessary to lead and fully participate in community change efforts. Thousands of community leaders have participated in one or more of these workshops since their creation.

IISC's approach to leadership development offers a more expansive learning experience that is grounded in our core leadership and collaborative methodology and the power of network theory. Our leadership programs are rooted in the philosophy of servant leadership and "the love that does justice," and enhanced by a deeper analysis and understanding of the role race, class and power play in social transformation.

Examples of our leadership development experience:

- The *Barr Foundation Fellows Program* honors the contributions of the most gifted and experienced leaders in the Boston area. Over a three-year period that includes a sabbatical, international travel, a series of retreats, and peer learning, these distinguished leaders have an important opportunity to reflect on the accomplishments of their organizations and find the inspiration to attain even higher levels of effectiveness, creativity, and innovation. IISC is partnering with the Barr Foundation on designing and delivering the learning components of the fellowship program.

- IISC worked with the *Child Care Capital Investment Fund* to design “Building Stronger Centers,” an intensive training and leadership development program which helps child care programs that serve low and moderate income families to plan and implement facility improvement or expansion projects. The institute focuses on demystifying the facilities design and development process, strengthening the organization’s financial and fundraising capacity, and enhancing the leadership skills of the senior executives who lead the development process. In addition to delivering the workshops on the leadership track, IISC offered training in interactive workshop design for the workshop leaders on other tracks, many of whom were content experts with limited experience in formal training settings.

- In collaboration with *Citizen Schools/Lesley College and Lawrence Community Works/Cambridge College*, IISC developed and annually delivers a college accredited leadership program focused on building the leadership capacity of after-school professionals and grassroots leaders.

- The *Institute for Civic Leadership* is a regional multi-sector civic leadership program in greater Portland, Maine for which IISC, in collaboration with our partner David Chris lip, designed and facilitated a 15 day, civic leadership program that included skills transfer, personal reflection, diversity awareness, dialogue and a practicum. IISC was fortunate to have delivered this program annually for ten years.

- The *W.K. Kellogg Foundation’s leadership development program* focuses on building institutional and community capacity to lead social, cultural, and economic change efforts that improve the social and economic well-being of people and their communities. IISC designed and delivered a leadership experience based on our Community Building Curriculum for Grassroots Leaders for participants in Kellogg’s “*Yes We Can!*” program.

- The *Latino Leadership Institute*, sponsored by the Mott Foundation, focused on building the capacity of Latino leaders within the Head Start system in Puerto Rico, Texas and Arizona. Our project with the Mott Foundation enabled IISC to translate our flagship program *Facilitative Leadership*® and our basic meetings management program, *Mastering Meetings*®, into Spanish.

- The *Massachusetts Institute for Community Health Leadership* develops the next generation of leadership in health care organizations that serve the needs of low-income and uninsured residents. Developed by The Blue Cross Blue Shield of Massachusetts Foundation, the participants in the program are community health leaders from a range of disciplines, all seeking to develop their leadership capacities and skills. As a core member of the Leadership Institute’s faculty, IISC designed and delivered five of the eight curriculum modules.

- The *National Senior Leadership Institute for the Corporation for National Service* is the federal organization that oversees all of the national service organizations. IISC designed and facilitated a multi-phased leadership program for directors and senior staff of service organizations across the country based on *Facilitative Leadership*®, collaborative problem-solving and framework for change models.
- The *San Francisco Foundation's Koshland Program* provides skill development across a spectrum of challenges unique to emerging grassroots leaders. IISC designed and delivered a curriculum combining components of our leadership development curricula with components of our Community Building Curriculum for Grassroots Leaders to serve the program's goals of preparing these leaders to work more effectively and collaboratively to meet the needs of their community.

Internationally, we have contributed to building the capacity of leaders through the following projects and interventions that illustrate the range and diversity of our experience:

- *Eastern and Central Europe.* IISC designed and delivered a leadership development program for The Soros Foundation's Open Society Institute in Budapest, Hungary. The program served emerging leaders from Eastern and Central Europe who were focused on the great task of rebuilding civil society following the democratization of their region. IISC transferred the skills and tools of collaboration to these leaders who in turn worked in their organizations and communities to create a common agenda and set of strategies to rebuild their civic infrastructure.
- *Northern Ireland* Over the last seven years, we have contributed to building the capacity of leaders from across the Catholic/Protestant divide in Northern Ireland and, increasingly, in the Republic of Ireland. With partners such as The Workers Educational Association, the cross-border, Institute for Public Health and others, we have transferred leadership and collaborative capability to thousands of social change agents. A specific example is our work with the Springfield Interface Project, which brought together ex-prisoners from both sides of the conflict in Northern Ireland to develop leadership skills, strengthen their relationships with one another, and build their capacity to lead together in the healing of the divide.
- *South Africa.* IISC, working in partnership with City Year, designed and conducted week-long training institutes (2002, 2003, 2004) for the Clinton Democracy Fellows, a group of South African leaders who came to the United States to participate in a rigorous program focused on building the development of citizen service programs and policies around the globe, especially in emerging democracies
- *Latin America.* In partnership with CARE International and the Massachusetts Institute of Technology (MIT) Center for Reflective Community Practice, the Institute worked with the community leaders of local projects in several Latin American countries to make explicit and chronicle the indigenous wisdom, knowledge, and expertise to inform the development of strategies to end chronic poverty.