

WORKSHOP INFORMATION SHEET

COURSE: Identifying Leaders and Empowering the Youth in Your Program

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GENERAL STATEMENT OF PURPOSE: This workshop is intended to help staff members encourage and identify leaders within your own program. There are many characteristics to leadership, which we will discuss and analyze. We will also discuss and share ideas of how to encourage our youth to step up as the strongest leader in his/her own power to become.

WELCOME to our ACA Training day, and thank you for participating in this new Leadership Workshop. We will start with a brief overview of the workshop, and any questions that you would like to introduce in the workshop, as well as, a little bit of myself and my program. If you need clarification or have any questions, please don’t talk over me, but make sure not to hesitate to ask any questions by raising your hand. I will be available after the workshop and via email and would be glad to get back to you when I can.

IDENTIFYING LEADERS:

Natural Leaders: We all know that in a group of students, kids, adults, or even co-workers, the natural leaders will always stand out. A problem that many of us have is that we take the easy way out, and choose those natural leaders and move on; however, it is crucial to not only encourage them, but to find those capable of learning leadership and to encourage them and help them out of their shell. This is, in no way an invitation to shoot down and discourage the natural leaders, but to encourage them to work together and to help each other move ahead.

Those Who Can Learn It: It’s very important to make a decision about who is capable of learning what it means to be a leader. Many of us, as supervisors, or counselors, take notice and really pay attention to our surroundings. We know who talks to whom, we see the personality traits and know what is really going on. Here are some key questions to ask yourself, when it comes to identifying a potential leader.

1. Who is the “go to guy?”
2. When asked for a favor, who is the first to step up?
3. When answering a question, whose answer is most thought out, and most helpful?
4. Who gets the most compliments and stands out the most to other staff members?
5. Who do you feel acts selflessly and humbly?

These are a few questions to reflect upon. And there are many more. This is what you need to think through when it comes to identifying a leader. Think back to a program you were running, or assisting, or where you were teaching. Think of a camper/student/participant, who was shy and really stood out. What was it about this person that was so different?

This Kid is a Trouble Maker!: The trouble maker is not a reincarnation of the Devil! No matter what many of you may say. How many times have you heard of a kid's reputation and automatically gone with that judgment and treated them like a trouble maker? If this happened before, don't worry about it, just move on and learn from the experience. If you treat a trouble maker like a trouble maker, guess what happens? Give them a chance, learn about them and see what comes out of it. Someone who speaks out loud and who is very distracting has a lot of push and influence. Why don't you see that and attempt to harness that energy. How do you redirect the energy?

You're on their side, show them you care: It sounds cliché, but the truth is, that they do need your attention; however, they need the right attention. Never yell at a child, or in any matter if you can help it. Communicating efficiently will solve any problem. Get down to your trouble maker's level, even height-wise and get to an eye to eye level. Talk and discuss. Ask open ended questions to learn more. Let them know that you will give them the benefit of the doubt, and let them know how much trust you have for them. Let them know how much it would hurt if they were to betray or lose your trust. You can then win them over, and then give them the opportunity to start small and step up a little at a time.

QUALITIES OF LEADERSHIP: There is no right or wrong answer, and if anything, something that may seem like a wrong answer, can be elaborated or developed. Here are some of the most essential and basic qualities of a leader.

A good leader must have the discipline to work toward his or her vision single-mindedly, as well as to direct his or her actions and those of the team toward the goal. Action is the mark of a leader. A leader does not suffer "analysis paralysis" but is always doing something in pursuit of the vision, inspiring others to do the same.

Integrity is the integration of outward actions and inner values. A person of integrity is the same on the outside and on the inside. Such an individual can be trusted because he or she never veers from inner values, even when it might be expeditious to do so. A leader must have the trust of followers and therefore must display integrity.

Honest dealings, predictable reactions, well-controlled emotions, and an absence of tantrums and harsh outbursts are all signs of integrity. A leader who is centered in integrity will be more approachable by followers.

Dedication means spending whatever time or energy that is necessary to complete your goal. A leader inspires dedication by example, doing whatever it takes to complete the next step that needs to be done. By setting an excellent example, leaders can show that it is expected to always

go above and beyond when possible.

Magnanimity means giving credit where it is due. A magnanimous leader makes sure, that when a good job is done, a good job has been recognized. Conversely, a good leader should take responsibility for failures. This sort of reverse magnanimity helps other people feel good about them and draws the team closer together. To spread the fame and take the blame is a hallmark of effective leadership.

Leaders with **humility** recognize that they are no better or worse than other members of the team. A humble leader is not someone scared of attention; they simply try to level the playing field. Leaders with humility also understand that their status does not make them a god.

Openness means being able to listen to new ideas, even if they do not conform to the usual way of thinking. Good leaders are able to suspend judgment while listening to others' ideas, as well as accept new ways of doing things that someone else thought of. Openness builds mutual respect and trust between leaders and followers, and it also keeps the team well supplied with new ideas that can further its vision.

Creativity is the ability to think differently, to think outside the box. Creativity gives leaders the ability to see things that others have not seen and thus lead followers in new directions. The most important question that a leader can ask is, "What if ... ?" Possibly the worst thing a leader can say is, "I know this is a dumb question ... "

Fairness means dealing with others consistently and justly. A leader must check all the facts and hear everyone out before passing judgment. He or she must avoid leaping to conclusions based on just simply one's word of mouth. When people feel they that are being treated fairly, they reward a leader with loyalty and dedication.

Assertiveness is not synonymous with aggressiveness. It is being able to clearly communicate what one expects so that there will be no misunderstandings. Leaders must assert themselves to get what they want done. Along with being assertive, one needs to learn the responsibility to clearly understand what followers expect from their leader.

Many leaders have trouble with the right level or assertion. Being over-assertive and being under-assertive, are some weak points in many leaders.

A **sense of humor** is essential to relieve tension and boredom, as well as to defuse hostility. Effective leaders know how to use humor in the appropriate moment to boost morale and to energize others.

HOW DO WE ENCOURAGE OUR YOUTH:

OPEN DISCUSSION: I don't want you to think I ran out of ideas, but I feel like we should at this point learn from each other's notes and ideas. I myself want to learn from you and would like some new ideas.