

GRACE Leadership Journey

2017-18 Curriculum and Calendar

Introduction

GRACE Leadership Journey is an in-depth application of Kohala Institute’s Collaboration For Solutions framework that is customized specifically for tomorrow’s leaders currently attending the 11th grade. It provides practical application of problem-solving skills, communications techniques, and leadership approaches to facilitating collaborative solutions that benefit the collective. The goal is for future community and business leaders to utilize their experiences, skills, and relationships developed in the program to make collaboration the “new normal.” The program seeks, at the most basic level, to shift the mindset from “not my problem” to “if not me, then who? If not now, then when? Not no can, but how can?!!”

GRACE Leadership Journey uses place-based learning and practical application throughout its curriculum. Designed with the assistance of the Omidyar Fellows leadership program, the program focuses on 15 students per year. It begins with an immersive one-week retreat at GRACE Center with a specialized curriculum using academic sessions, guest instructors, place-based learning, physical challenges, and practical application of skills being discussed and studied. Each month, students return for one weekend which includes “Conversation with a Leader,” a group discussion with a community or business leader (Friday evening), place-based learning activity and sessions on communications, time management, and problem solving techniques (Saturday morning and afternoon), practical application of the skills learned through debating a highly charged issue or set of issues (Saturday evening); and assessment of practical application and introduction to next session with assigned readings and assignments (Sunday morning). The relationships formed and the practical application of these valuable skills are vital tools that participants can use to more effectively resolve controversial issues in ways that are proactive, inclusive, and yield results to benefit communities collectively.

Curriculum Overview

Kick Off-Retreat, Capstone Retreat. The program starts with a 7-day Kickoff Retreat. This is an immersive experience that introduces students to each other, Kohala Institute and begins to examine leadership styles and perspectives as it will relate to students throughout the program.

The Kickoff Retreat provides opportunities for students to:

- Design goals for themselves as individuals and as a cohort
- Engage in basic analysis to help students to identify their strengths and behavioral tendencies
- Meet program mentors and have quality time to establish a relationship with them
- Explore the values of Gratitude, Respect, Accountability, Courage, and Engagement through place-based experiences at ‘Iole

- Engage in place-based group activities to build relationships between cohort members
- Begin to explore various interpersonal communication skills and techniques

The Capstone Retreat occurs during the last weekend session and is a time to reflect on accomplishments, assess progress, and plan for the future. Activities include one-on-one meetings with mentors, presentations by students about their learning experience during the program and their plans for the future, and a graduation ceremony.

“Clinics”

The “clinic” is a peer to peer exercise where a student is given a 60-minute block to focus on issues important to them. This powerful peer-to-peer experience yields insight and helps with understanding multiple perspectives for all participants.

Placed-based Activities

Utilizing the Collaboration For Solutions framework, customized place-based activities enable exploration of connections to land and environment, self, and others. These activities include nature activities, farming, and Hawaiian arts and crafts.

Contemplative Practices

The contemplative practices that are introduced to students during the GRACE Leadership Journey focus on essential techniques to develop attention, emotional stability, and empathy in order to aid and encourage participants to “know thyself” in their own journey of self-discovery. Practices includes mindfulness of breathing, mindfulness of thoughts/emotions, simple yoga postures or qigong to awaken or stabilize the nervous system, and natural awareness practices that can be used in everyday life situations.

Conversations with Leaders

Eight to ten evening briefings are hosted on the Friday evenings to start monthly weekend sessions. This is a one hour discussion where students are taught how to ask probing questions and how to analyze information shared. This is a “vegas rules” discussion where “what is said in the room stays in the room.” Students gain exposure and experience from accomplished professionals and learn about different sectors, mindsets, and individual pathways of leadership. Leaders from various backgrounds will be included: military, civic, business, community, education, culture, and government. The conversations are facilitated by students. This top tier of leadership provides inspiration, reflection, and insight into the topics of leadership and inform and explore the shared landscape (real, political, social, and economic landscape) of Hawai’i.

Capstone Project

As part of their learning experience, students will do a service project. This can be a one-time project or a longstanding project that continues service. It can be an individual project or a group project. Its design will be left to the students to decide. Criteria will focus on impact to

their community, demonstration of connection to land and GRACE Values, demonstration of leadership skills learned in GRACE Leadership program.

Curriculum Structure:

The GRACE Leadership Journey program spans 12 months. The curriculum consists of weekend sessions from Friday evening to Sunday noon where the cohort will meet as a group the 2nd weekend of each month. Meetings with mentors will happen monthly. Participants will also be expected to complete reading, writing, and other study/exercises between sessions.

Total time commitment will be approximately 24 hours a month:

- Pre-reading or other materials review, writing, etc. (2 hrs/variable)
- Conversations with Leaders (1-2 hrs)
- Weekend Session (20 hrs)

Sessions and Key Activities	Dates	Location
Self and Leadership (I)		
Cohort Convenes Session1: (Kick-Off Retreat) Leadership: Emerging and Actual Difficult Conversations	July 16-22	GRACE Center
Session 2: Emotional Intelligence: Self-Awareness, Self-Regulation, Empathy and Social Skills Difficult Conversations	August 11-13	GRACE Center
Session 3: Managing Yourself: Time Management, Life Plan Difficult Conversations	September 8-10	GRACE Center
You and Others (We)		
Session 4: Types of Leadership	October 13-15	GRACE Center

Difficult Conversations		
Session 5: Courageous Leadership Difficult Conversations	November 10-12	GRACE Center
Influence and Teams (It)		
Session 6: Working with Others Facilitation Skills Difficult Conversations	December 8- 10	GRACE Center
Session 7: Social Media Skills, Literacy, Impact	January 12- 14	GRACE Center
Session 8: Systems Thinking and Mapping Difficult Conversations	February 9- 11	GRACE Center
Integration and Implementation		
Session 9: Capstone Project Planning and Project Management Impact Analysis and Skills	March 9-11	GRACE Center
Session 10: The Capstone Project- Implementation Assessment	April 13-15	GRACE Center
Session 11 Peer to Peer Capstone Project Presentations	May 11-13	GRACE Center
Session 12: (Closing Retreat) Presentation to KI Board and Sponsors 7 minute video recap	June 9-11	GRACE Center