



2012 Resident Leadership Institute



Phyllis Alexander
Neighborhood Coordinator
City of Allentown
March 28, 2012

Impact

A number of indicators confirm the success of the 2012 leadership institute – participants verbally told us they were enjoying the sessions. Participants were actively engaged. The March 17th written evaluations revealed 89.2% rated the class either Excellent or Very Good. The March 24th written evaluations revealed 94.4% rated the class as either Excellent or Very Good. Final written comments included:

“I loved the classes, great teachers, great activities, and I learned a lot.”
 “Awesome”
 “Can’t wait for next year”
 “Great outcome!”

People *liked* the class, but did they *learn* anything and will they *do* anything different? According to the evaluations:

What are the three most important things you learned during this resident leadership training?

How to listen with an open mind, Be considerate of others backgrounds, Strategizing – See-Think-Draw

Concept of leadership such as values and delegation, How to reach out to the community, About myself

What’s one thing you will do differently because of this leadership training?

Get more active in the community, I will try to motivate others in the neighborhood to keep it clean, Approach my neighbors with new found respect! Apply methods of planning and organization, Welcome more diversity, More community engagement, Mobilize homeless regarding Arena, Help others and teach others what I learned, Address issues differently...



Summary

Attendance

An average of 29 people attended the 2 Saturday sessions (31 on March 17th and 27 on March 24th). Twenty-three (74%) had perfect attendance.

Demographics

Participants were city-wide, male, female, between the ages of 14 to over 60, and racially diverse. *Geography* – For the 23 that attended both sessions: South Side-4, East Side-0, West End-4, Center City-14, Outside Allentown-1. *Gender* – 14 female, 9 male. *Race* – 2 (9%) Black African Heritage, 8 (35%), Caucasian, 1 (4%) European Asian-American and 12 (52%) Latinos.

Process

The planning committee consisted of Phyllis Alexander, City of Allentown Neighborhood Coordinator; Jenna Azar, Youth Coalition Coordinator; Joshua Chisholm, CUNA Executive Director; Ellen Denizard, Jordan Heights Neighborhood Manager; and Tatiana Tooley, Allentown Promise Neighborhood Community Liaison. We met on several occasions beginning in February.

Logistics

This year instead of offering the sessions on 3 evenings and a Saturday, we offered 2 6-hour Saturday sessions. Sessions were held at Sacred Heart Hospital Conference Center. A light breakfast and lunch were included in the program both days. Meals were provided by Community Action Development Corporation of Allentown. Free parking passes were provided by Sacred Heart Hospital.

Content

March 17

- Definition of Leader/leadership – Jenna Azar
- Leading from Integrity – Not Your Ego – Jenna Azar
- Communication – Phyllis Alexander
- The Art of Delegation – Ellen Denizard

March 24

- Diversity and Cultural Competence – Phyllis Alexander
- Strategic Planning – Jenna Azar
- Outreach – Tatiana Tooley and Joshua Chisholm



Next Steps

A leader is strong and courageous and builds consensus toward the accomplishment of a common goal leading by example with integrity, moral values, consistency and effective communication.

- During the program, students created the Class of 2012 Definition Of a Leader. Students planned to reunite on Saturday, April 14, 2012 but the event had to be canceled due to unforeseen circumstances. A new date is being explored. At that time students will further discuss how they will use their leadership definition. The follow-up session will confirm the behavior changes/impact attributed to the leadership institute.

- During the Leader debrief meeting, Institute leaders placed students in one of 4 categories of leadership ability. The categories are for our use only and simply give us a way to think about the resource we believe the students need. The categories are: Shining Stars, Up and Coming, Great Followers, and Eventually, But Not Yet.



Ellen Denizard and Joshua Chisholm



Tatiana Tooley



Jenna Azar