

**January 21 - 23, 2009: *Mentor Orientation***

Mentors are introduced to the Leadership & Justice curriculum and the skills necessary to serve effectively as mentors.

**February 24 - 26, 2009: *Leadership Institute Retreat (1)***

This retreat for fellows includes an overview of the Leadership Institute purpose, goals, activities and timeframes; and an introduction, through presentation and specific learning activities, to each of the Leadership & Justice core competencies.

In preparation for work during Months 3 -5, fellows will also begin using the tools and concepts related to the first three leadership competencies: Systems & Strategic Thinking, Communicating Strategic Intent, and Self-Awareness.

**NOTE:** Mentors participate from **1:00 p.m.** on **Wednesday, February 25, 2009** through **4:30 p.m.** on **Thursday, February 26, 2009.**

**March – May 09: *Facilitated Online Activities and Independent Assignments***

Fellows will select and refine a leadership initiative, and each fellow will develop an initial description of their initiative and prepare to present it to their program director or supervising attorney for final approval. The steps for selecting, developing and presenting leadership initiatives will utilize skills introduced during the first retreat, and mentors will aid fellows in working through them.

**May 19 - 21, 2009: *Leadership Institute Retreat (2)***

Fellows present their leadership initiatives. They delve deeper into the Core Competencies of Achieving Workable Unity, Self-Awareness and Delivering on Strategic Intent – applying these to both case scenarios and their leadership initiatives. Specifically, fellows work on issues related to decision-making, stakeholder involvement, stages of group development, meeting planning and facilitation, goal development, and action-planning.

**NOTE:** Mentors participate from **1:00 p.m.** on **Wednesday, May 20, 2009** through **4:30 p.m.** on **Thursday, May 21, 2009.**

**June – September, 2009: *Facilitated Online Activities and Independent Assignments***

Fellows and mentors participate in a series of learning activities specifically related to moving forward on leadership initiatives and applying previously introduced core competencies and tools to initiatives and other leadership work they are involved in.

**September 22 - 24, 2009: *Leadership Institute Retreat (3)***

During this session, we return to Core Competencies related to Communicating Strategic Intent – working on issues of strategic framing and communication, and Delivering on Strategic Intent – applying tools related to project planning and management. Fellows utilize skills that are part of the competency on Developing New Leaders as they aid each other in working through the challenges of their initiatives. Based on what we learn in preceding months, additional learning activities will be developed for this session.

**NOTE:** Mentors participate from **1:00 p.m.** on **Wednesday, September 23, 2009** through **4:30 p.m.** on **Thursday, September 24, 2009.**

**October – December, 2009: *Facilitated Online Activities and Independent Assignments***

These activities will aid in the completion of the leadership initiatives, and respond to interests and learning needs identified by the group during previous in-person and web-based sessions.

**January 12 - 14, 2010: *Leadership Institute Retreat (4)***

This will include presentations of leadership initiatives, reflection on key lessons related to each of the Core Competencies, evaluation of the overall Leadership Institute, and plans for continued development as leaders and utilization of leadership skills within the legal aid community.

**NOTE:** Mentors participate from **2:00 p.m.** on **Wednesday, January 13, 2010** through **3:30 p.m.** on **Thursday, January 14, 2010.**