

BACKGROUND

LEADERSHIP NORTHERN TULARE COUNTY



In 1994 several community leaders in Dinuba including the city manager, the City Council, Alta District Hospital Administrator and Ruiz Foods President made a strategic decision to develop more community leaders to fill roles in private, public and non-profit sectors. Hence Leadership Northern Tulare County (LNTC) was created with its first graduating class in 1994. Since then, over 150 people have graduated from the program.

Leadership Northern Tulare County works under the umbrella of the Dinuba Chamber of Commerce with a steering committee of 9 community leaders, most of whom are alumni of the program.

The program is designed to discover, train and develop adult future leaders by providing a broad curriculum that allows individuals to learn about State and Local Government and the alignment to the Industry Sectors that impact our local communities within our county such as Health Care, Economic Development, Education, and Agriculture.

In addition, each participant will learn about their personal leadership style, the ability to get along with people with similar or differing leadership styles, and leadership development in general. The culminating

class project consists of the LNTC Class planning, organizing and hosting the community Cinco de Mayo Festival, as well as assisting with the Cinco de Mayo Pageant. The program covers a period of 10 months (September to June) with the class meeting one Thursday per month, one evening per month, plus a team building retreat and a two day trip to Sacramento.

Leadership Northern Tulare County inspires community members to become active leaders in their place of business and their community. Graduates of this program have moved on to serve on various boards, councils and many other organizations.



LNTC RECRUITMENT

TALKING POINTS



Leadership Northern Tulare County has been successfully developing community leaders since 1994.

The program operates under the umbrella of the Dinuba Chamber of Commerce with a formal Steering Committee comprised of LNTC Alumni, and the program Facilitator. The Executive Director of the Dinuba Chamber of Commerce serves as the The purpose of the program is to develop effective and visionary leaders who will help Northern Tulare County remain a successful and unique community. Individuals will develop leadership values and skills and learn about leadership issues to use in their current and future roles.

LEADERSHIP/PERSONAL DEVELOPMENT

Class members develop and improve their leadership skills through a series of self-assessments, working through leadership training book(s) and curriculum, participating in group discussion, and spending time on self-reflection.

Through this (and more) they come to understand their own and other leadership styles, they have self-awareness of personal behaviors and tendencies, approach, and leadership style which assists with improving working relationships.

The program also provides personal development with communication, conflict resolution, time management, presentation/public speaking skills, better understanding of diversity and group dynamics, values, and much more.

(Retreat, Evening Session, Assignments and Personal Time)

TO ACCOMPLISH THESE GOALS, THE PROGRAM HAS 4 PRIMARY COMPONENTS:

DEVELOP LEADERSHIP



NETWORKING & RELATIONSHIP BUILDING

Through the diversity/makeup of the class itself, and exposure to key businesses, organizations, agencies as well as meeting representatives in the local and state-wide communities, connects the class with committed leaders and members of the area communities. Through these interactions, the class members are able to network directly and build business and personal relationships. They form relationships that can be accessed for collaborative efforts and learn of new partnership opportunities to enhance and improve services, programming, and overall effectiveness. (Day Sessions, class itself, class project, entire program components)

COMMUNITY AWARENESS

Through tours, guest speakers, and the ability to meet directly with community leaders, class members gain a better understanding of the issues, challenges, opportunities, and successes of our city, county and greater community area (through Day Session and Sacramento Trip). This also serves as the basis of networking and formation of business relationships and partnerships.

MAJOR CLASS PROJECT - CINCO DE MAYO EVENT

The class Signature Project provides the vessel for applying all the leadership skills gained, networking/relationships/collaboration established through all the various components of the program which are used directly in coordinating and managing the Cinco de Mayo event – again directly applying leadership and personal skills learned.

GENERAL HIGHLIGHTS

The 2018 program runs October through June.



The program consists of full day orientation and welcome reception, a 2-day retreat (full Friday – beginning 9am/Saturday – concluding 5pm), monthly full day Sessions (8am-5pm), monthly evening sessions (6pm-8:30pm), a 2-day Sacramento Trip and Graduation Ceremony as well as coordinating, staffing, and managing the 2-day Cinco de Mayo Event.

Participants will be expected to commit to and spend several hours of personal time in conjunction with the program elements. Personal time commitments include reading, personal reflection, various assignments related to Leadership/Personal development and overall coordination and planning of the Cinco de Mayo event.

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OBJECTIVES

LEADERSHIP NORTHERN TULARE COUNTY

PROGRAM MISSION: *To develop effective and visionary leaders who will help Northern Tulare County remain a successful and unique community. Individuals will develop leadership values, skills and learn about leadership issues to use in their current and future roles.*

To accomplish these goals, the program has 4 primary components:

LEADERSHIP RETREAT

Opportunity for class members to learn about their own leadership styles, to set leadership goals for themselves, and to build a team with fellow class members. This sets the stage for the entire year.

DAY SESSIONS

Exposes the class to key leadership issues in the local and state-wide community, connects class with committed leaders, shows class how they can get involved and how they can apply the information at their work sites. Daily sessions are usually the third Thursday of each month. Refer to current calendar for specific dates.

EVENING SESSIONS

Provides leadership skill development and gives class practice in coordinating and facilitating a group experience.

COMMUNITY PROJECT AND A FUNDRAISER (CINCO DE MAYO)

Provides class with experience in coordinating events, fundraising, teamwork and giving back to the community. First weekend in May. Class organizes and implements the weekend event.

NETWORK WITH LEADERS



CLASS ORIENTATION

GOALS AND OBJECTIVES

GOALS: Motivate and encourage class members to recognize the value of the program learning experiences that will be gained through participation in the LNTC program and affirm their decision to invest time in developing their leadership skills and personal growth.

OBJECTIVE: Provide an introductory, yet comprehensive overview of the program criteria to ensure that class members have a complete understanding of the program elements and time commitment required and necessary to successfully complete the program.

ACTIVITIES: A variety of activities will be included in the itinerary aimed toward establishing a solid foundation in which to equip members for success.

ITINERARY TO INCLUDE THE FOLLOWING ACTIVITIES:

- Member Acquaintance through Self Introductions & Team Building
- Guest Motivational Speaker – Importance of Leadership (General Message). Understand the role and importance of leadership and how it translates/affects one's personal life, work environment, and community
- Comprehensive Overview of Program – Review Syllabus
- Guest Alumni – Share Value of Program/Offer Encouragement – Share personal story - recognize the work, time commitment and rewards of participating in LNTC
- Google Docs Training and Set Up of Gmail accounts
- General Q & A
- Assignment/Next Steps for preparation of Retreat (Adjourn to Welcome Reception)



CLASS 2-DAY RETREAT

GOALS AND OBJECTIVES

GOALS: Establish a sense of team among class members and foster positive personal and working relationships built on understanding diversity and trust; discover personal leadership styles, behavioral tendencies and personality traits; develop an awareness of the multiple facets of leadership; inspire personal goal setting for leadership/personal growth; and identify personal responsibilities for program assignments.

OBJECTIVES: Gain an understanding of the various definitions and styles of leadership; cultivate group bonding; develop group norms; select and assign Day Session leaders; select evening session meeting days; and introduce leadership study book.

ACTIVITIES: Teaching method will be blended and include lecture, video, group interaction and discussion, and facilitating multiple assessments. Class members will engage in critical thinking, group interaction, self-assessments, and participate in a variety of formal and informal team building activities

ITINERARY TO INCLUDE THE FOLLOWING ACTIVITIES:

- Multiple Personal Assessments
- MBTI Assessment – Myers-Briggs Introduction to Type
- Individual and/or Group Presentation(s)
- Multiple Team Building Exercises and Activities
- Ropes Course (low level exercises)
- Informal Social Activities – i.e., shared meal time, games, story-telling, campfire
- Review role and responsibilities of Day Session leaders
- Review Curriculum Calendar and Assign Day Session leader accordingly
- Overview and review expectations Evening Sessions (Leadership Development)
- Review/Reference Class Contract Agreement and Syllabus
- General Q & A

LEADERSHIP TRAINING

