



Quad Cities Regional LIDERAMOS Leadership Development Program - Cohort 2

A program of LULAC Council 10, Davenport, Iowa

(September 2024 - February 2025)

APPLICATION DEADLINE extended: August 30, 2024, or when cohort of 25 is full.

For adults, ages twenty-four or older, as of December 2024, from all sectors in the Quad Cities & extended region who identify as Latino, Latina, or Latinx. Must attend all sessions/make-up sessions. Download or review session descriptions & dates: <https://lideramos.org/programs/lideramos-quad-cities/> To apply: Visit or click <https://www.surveymonkey.com/r/8XVZTNR>

The Five Components or categories of essential learning in the LIDERAMOS leadership program model are:

1. Self-Development and Awareness
2. Mainstream Leadership
3. Latino History, Culture and Leadership Practices
4. Public Policy, Civic Engagement and Social Change
5. Skill Development: Networking, Team Building and influence Strategies

Character, Competence, Communication, and Community Service are foundational pieces.

Mission, Objective, & Purpose: To enhance and develop the skills of Latinos who are culturally aware, civically engaged, and community-serving, so they can provide effective leadership and impact in our community and multicultural society. Highly Interactive leadership exchange among intergenerational, multi-sector, emerging, mid-career, and senior leaders who will share life-experiences and acquire new knowledge and practices. We borrow elements from the leadership development curriculum of our partner, the National Leadership Alliance, and we utilize its resources and network of other leadership programs.

Summer Pre-work & Reading

● **Selected Reading:** Juana' Bordas book – “The Power of Latino Leadership Culture, Inclusion, and Contribution - 2nd Edition” and complete each Chapter ending exercises. Additional resources and articles.

● **Individual Leadership Diagnostics**

● **Pre-work assignment for September Session 1**

September 19, 2024, Thursday, 6:00 - 8:00 p.m.: Welcome Reception - LULAC Center, Davenport

September 21, 2024, Saturday. Session 1: Retreat

8am Begin Retreat & Working Breakfast

o Introductions

o Our Leadership Program Overview (Purpose, Curriculum, Roles, Responsibilities)

9am - 1pm

● **Your Personal Mission, Vision, Philosophy & Values - The How & the Why (Based on Pre-work)**

o Your Origin Story - Why you do what you do

o Your Personal/Professional Brand & Living Legacy

o Personal SWOT Analysis

o Perception & Reputation

o Essential Skills & Emotional Intelligence

o What Got You Here Won't Get You There (Marshall Goldsmith)

● **Sharing Leadership Assessment Results (Individuals Completed during Summer)**

o Examples: Enneagram; Emotional Intelligence; Gallop; Center for Creative, Leadership Assessments

o Group exercises on implications and interactions

o Individual insights of strengths, areas for development, collaboration, and communication

● **Service Leadership Insights and Community Volunteerism**

o Service Leadership: A Latino Tradition

o Discussion of future Volunteer activity outside your usual work or knowledge area

o Guide & Capture key learning & observations

o Identifying potential Latino and other Community Organizations for volunteer activity

(All Sessions #'s 2-6: Informational Portion/Dinner 5:30pm. Instructional Portion 6pm-8:30pm)

October 15, 2024, Tuesday. Session 2: Civic Engagement: Impacting Public Policy

- Panel - Policy discussion & Implications for our Community - Acquiring knowledge for individual & collaborative impact)
- Situational Leadership of environment and community
- Advocacy and Public Policy. White Papers & Best Practices

November 19, 2024, Tuesday. Session 3: Latino Culture, Identity, and Leadership

● **Part 1 Cultural Values and Identity**

- Culture and Identity
- Claiming Your Roots
- Latino Timeline (Local, Regional, and National)
- Latino Cultural Values

● **Part 2 The New Latino Paradigm**

- State of Latinos Today – Demographics (National/Regional/Local), Diversity, Challenges, Assets
- The Power of Latino Leadership
- Latino Leadership Practices

December 17, 2024, Tuesday. Session 4: Approaches to Racial Justice Equity, Diversity, Inclusion, and Belonging

- Racial Justice Equity, Diversity, Inclusion, and Belonging (JEDI+B) Key terms used in context
- Systemic & Institutional Racism & other “Isms”
- Imposter “Systems” not Syndrome
- Internalized Oppression; Racial Trauma/Fatigue & Personal Healing
- Courageous Conversations

January 14, 2025, Tuesday. Session 5: Mainstream Leadership. Mindset, Resiliency, and Mindfulness

- "Leadership Challenge" & other Methodologies
- Leadership Practices Inventory+
- **Resiliency, Wellness, Mindfulness, & Mindset**
- Understanding Emotions, Fatigue, Burnout - Impacting Resiliency, Balance, and Health

February 18, 2025, Tuesday. Session 6: Maximize Your Influence through Public Communication

- Public Speaking/Communication/Image & Impact
- Heart- Centered Presence, Persuasion, and Performance
- **Bargaining/Negotiation/Conflict Management**
- **Self-Empowerment, Preparing to Lead, & Community Leadership**
- Board, Committee, Commission Governance - Roles & responsibilities
- **Closing: Individual Remarks, Testimonials, shared growth.**

February 22, 2025, Saturday. Graduation – Site TBD

Ongoing throughout program: Individual's Leadership Development Assessment and Evaluation

Potential instruments: Enneagram, Emotional Intelligence, Gallop; Equity, Diversity, & Inclusion Knowledge

Pre: Individual Profile – Degrees and Life-Experience; Leadership Certificates, Courses, Programs, and Positions

Middle: Benchmark at mid-point.

Post: (Summative - throughout course. Formative - Conclusion.)

Contacts: Joe Moralez or Alfred Ramirez, at lideramosqc@gmail.com