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Multicultural Leadership Program

Developing diverse leaders in McLean County



Leadership Untapped

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2011 Annual Report

The [2010-2011 MCLP Annual Report](#) is available for review! Please take a few moments to read over all that MCLP has accomplished in its second year. We welcome your feedback and questions.

Record Attendance at Graduation Event

MCLP graduated 25 outstanding leaders on April 2, 2011 at the Doubletree Hotel in Bloomington. The graduates were supported by 300 of their friends, family and

**Newsletter
July 2011**

Who are we? MCLP is an intense professional development curriculum that provides a framework to those with an interest and potential to step into leadership roles within our communities. Each class consists of 25 individuals who attend sessions and participate in a community project over an nine-month period. Our goal is to prepare skilled, informed individuals for leadership positions in public, private, educational, political and non-profit sectors.

Announcing the Class of 2012

MCLP is thrilled to announce that the class of 2012 has been officially selected and will start their leadership journey with an orientation on July 28! More details on this dynamic, engaging class will be available soon on the MCLP website.

Metamorphosis: The Change in All of Us



Submitted by Erika Arnbart, Class of 2011

Most of us are familiar with the kindergarten stories explaining the metamorphosis butterflies undergo to become the beautiful creatures we enjoy each spring and summer. I remember being transfixed with wonder and awe as my teacher explained the process. *Egg. Larva. Pupa. Adult.* What a journey butterflies must endure to become what they were always meant to be!

My experience in the Multicultural Leadership Program has led me to the realization each of us underwent our own metamorphosis. The mission of the program is to develop diverse leaders in McLean County. Each of the 25 members of the current class came to the program with certain leadership skills and potential, but in many respects, we were all butterflies, eager for the chance to grow and

community members in attendance. Paralympic medalist Jean Driscoll shared her compelling life story as the keynote speaker. We look forward to seeing our new graduates at an alumni event very soon.

CONGRATULATIONS CLASS OF 2011!

Registration Open for Poverty Simulation on August 25

The public is invited to take part in a poverty simulation to be held on Thursday, August 25 from 4:30pm-8:00pm at Mt. Pisgah Church in Bloomington. During the simulation participants will see the real-world obstacles of families who live in poverty and are struggling to meet their basic needs, such as food and shelter.

MCLP participants will better understand socio-economic diversity, which is essential to being an effective leader.

Registration is required for this event and is limited to 86 participants. There is no charge to attend, but you are encouraged to donate canned food.

For further information, please feel free to contact Sandy McGhee at the University of Illinois Extension at 663-8306, ext. 204, or by email smcghee@illinois.edu.

Sponsors Essential to MCLP Success

MCLP has been fortunate to receive support from many local businesses and organizations. To assist MCLP in its mission to

mature into the leaders we were meant to be within this community.

From the very beginning and throughout this journey, we have been asked three very simple, yet essential questions. *Who are you? What are your strengths and passions? What are you going to do now?*

Admittedly, I struggled with these questions. During our nine-month experience, we've had the opportunity to learn so much from various sources. There was so much to process that my patience was often tested by my inability to make sense of it all. But just like with the butterfly, it doesn't pay to rush growth. It takes time to change. And so it was for me and - I would wager - many of my fellow classmates.

Since graduating in April, I feel so much better prepared to be the diverse leader I set out to be at the beginning of this journey. The Multicultural Leadership Program was instrumental in that process and I will be forever grateful. *What are you going to do now?* I'm not riled by that question anymore. I know what I'm going to do, what I'm *supposed* to do. I'm going to spread my wings and fly, using the skills and abilities obtained in MCLP to serve our community and make it better place for all!

UNDERSTANDING THE LEADER WITHIN



Submitted by Sandeep Davalbhakta, Class of 2011

For me, the MCLP journey has been about understanding the leader within, knowing the art of reflective listening, and adapting to diverse perspectives within the class and the community. I now possess an increased self-awareness through the self-discovery sessions, a greater understanding of my strengths and personality type, and an insight into my own leadership style. I realized leadership is about knowing when to lead and when to listen. As John Maxwell says, "If we are growing, we are always going to be out of the comfort zone." In the program, I was able to step out of my comfort zone, so as to understand diverse thoughts that are influenced by culture, faith, ethnicity, gender, age, and experience.

In the MCLP class sessions that varied from emotional intelligence to community healthcare, it became abundantly clear that it is not the boom of the voice or the weight of the bat that makes an effective leader. This calling is not one of dog-and-pony shows or one of complete certainty; rather, the great calling of leadership is a commitment to the people for whom we must choose to serve.

The Ecotonos session provided awareness of power-up and power-down structures. One of my 'aha' moments was when I was engaged in Situational Leadership Theory and learnt that there is no single "best" style of leadership. Effective leadership is task-relevant and that the most successful leaders are those who adapt their leadership style to the maturity of the individual or group they are attempting to lead/influence.

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The values session was eye opening where 25 class participants responded to group situations based on what their core values are. Being in tune with our values helped us understand our team and group better and why they think the way they do when making a decision.

At the end of the class journey, I have a new found sense of purpose, a different destination now on how to continue to pay it forward to the community, the program and the quality relationships that have influenced my life. I encourage each one of us to embrace servant leadership in our everyday life after our program comes to a close. Let us all make a conscious effort to build on the TEN characteristics of what we learnt as being a Servant leader - Listening, Empathy, Healing, Awareness, Persuasion, Conceptualization, Foresight, Stewardship, Commitment to the Growth of people and building community.

Note from the Program Director

If you had asked me when I was a child what I thought a leader was, I would have told you that it was the little girl who got to be in the front of the line on the way to lunch that day.

If you had asked me as a hopeful and eager recent college graduate what I thought a leader was, I would have said my new manager or the company CEO.

If you were to ask me today what a leader is, I would say that it's a stay-at-home mom. A customer service representative. A chaplain. A researcher. A grandfather. MCLP has had the privilege of graduating leaders from all of these different walks of life in its first two classes. These individuals will now use what they learned about themselves and leadership to influence their worlds-at home, at work and in our community.

Leadership is serving others by being willing to look at yourself honestly-at both your strengths and weaknesses-and then doing your best to make positive change where you can.

This week, the MCLP Class of 2012 will start their leadership journey. I can't wait to see what they can do and how *they* challenge my beliefs about leadership.

I look forward to seeing you at our upcoming events.

Most sincerely,
Beni Towers Kawakita

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