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December 2012

# Leadership Untapped

*To Develop Diverse Leaders.*

Who are we? MCLP is an intense professional leadership development program. MCLP provides experiential learning for diverse individuals with the drive and courage to serve as leaders in our community. Our goal is to prepare skilled, self-aware, and informed individuals for leadership positions in public, private, educational, political and non-profit sectors.



## Leadership Courage

*by Sonya Mau*

Leadership courage has special meaning for MCLP graduates. It means making the hard choice, because you know it's the right decision, even when those around you are skeptical. It's deciding now, because your heart knows that you cannot wait, even while your mind is still calculating the odds of success. Leadership courage is taking action to protect a value or a passion that you know is important to you and others, even when no one seems ready to act.



Both MCLP leaders featured in this newsletter note how MCLP helped develop leaders through greater self-awareness and the identification and testing of personal values. This approach builds a strong foundation of leadership courage.

Each year, MCLP selected two leaders to recognize during the MCLP graduation celebration. Please consider submitting a nomination for either a community leader or an MCLP alumni who has exhibited leadership courage. Deadline for nominations is February 1, 2013.

Each year, MCLP searches for a graduation speaker who inspires us to be better leaders. This year I am honored to announce Azim Khamisa, international speaker, peace activist and advocate for non-violence, as the graduation speaker for MCLP class of 2013.

Azim Khamisa exemplifies leadership courage. He made the near-impossible decision to forgive his only son's killer because he valued "*truth and peace*" over "*revenge and anger*." When Azim chose to forgive Tony Hicks, the 14-year-old gang member who shot Azim's

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### Bookmarks

[MCLP Website](#)

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Graduation Celebration MCLP Class of 2013

(Open to the public)  
Saturday, April 13, Brown Ballroom, Illinois State University. *The future is bright for our graduates and for our community!*

Submit a nomination:

[Alumni Award](#)

[Community Service Award](#)

MCLP class of 2013 Final Community Project Presentations

(Open to the public)  
Saturday, March 9, 8-10:45AM, Astroth Auditorium, Heartland Community College

Interested in Joining the Class of 2014?

*Recruitment Sessions:*

Saturday, March 9, 11AM  
Immediately following the final class presentations.

Friday, April 16, 5-7PM

If you have a candidate to nominate or if you are interested in attending or applying, Email [contactus@bn-mclp.org](mailto:contactus@bn-mclp.org) or call 309.438.3417.

son, he triggered a series of events over the next 15 years which caused even Azim to say: "***We are literally able to manifest a miracle and produce transformation in ourselves and others.***"

The Multicultural Leadership Program (MCLP) invites you to attend the graduation celebration for our MCLP class of 2013 on Saturday evening, April 13, 2013. Please join MCLP alumni, supporters, advisory council, board and especially friends and families of the 2013 graduates to celebrate their accomplishments and future contributions to our community. Attend to learn of Azim Khamisa's 15-year journey from personal crisis to true servant leadership, inspiring millions with his passion for non-violence among youth and peace in our world. Attend to learn how Azim continues to inspire through his unique perspective. [www.azimkhamisa.com](http://www.azimkhamisa.com)

Graduation dinner tickets will be available for purchase in January, 2013. In January, you will also receive a save-the-date notice with more details. You may want to view our website at [bn-mclp.org](http://bn-mclp.org) or email [contactus@bn-mclp.org](mailto:contactus@bn-mclp.org).

## Knowing Your Values Brings Confidence

Leslie Harding, 2011 graduate of the Multicultural Leadership Program (MCLP), reflects on her experience with MCLP and how it's changed her view of life. Harding explains that before enrolling in the program, she had the same feelings towards the community and the same convictions about the right and wrong ways to interact with society.



However, the Multicultural Leadership Program (MCLP) taught her how she could serve the community. Before MCLP, Harding had no experience with not-for-profit organizations, but through MCLP she learned the practical steps to starting an organization and to establishing strong relationships with our community's not-for-profit groups. Understanding how to be an effective member of the community is a significant benefit to Leslie.

Looking back at herself before and after MCLP, Harding feels that she has gained more confidence and courage to follow her passions and to stand up for her values. Much of that confidence comes from knowing her personal values. While enrolled in MCLP Leslie completed an activity in which she listed her values. Over the course of a few weeks she reduced this list to the few most significant values to her. Through MCLP Harding gained the confidence to not only articulate her values but live by them as well. [Read More.](#)

## Leadership Requires Self-Awareness

*"It adds an interesting twist as MCLP class participants become more self-aware and are able to share their observations and test their insights in a multi-culturally diverse setting."*

### Sponsors Essential to MCLP Success

Assist MCLP in its mission to serve our community by offering a financial gift or in-kind donation. [Donate.](#)

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- Paula Mitchell

Paula Mitchell, one of the leading designers of the MCLP curriculum, says she's noticed development among the participants and with the program as a whole. She emphasizes the importance of ongoing curriculum development.



*"When we first came together as a project team to define the MCLP curriculum, we had identified and researched the need. The next step was to determine what we could offer in response. Then each year, MCLP actively solicits feedback from participants, sponsors, advisors, board members, and surrounding area businesses to tweak and fine-tune those offerings. The curriculum evolves and is getting better each year."*

To Mitchell, the heart of the MCLP curriculum lies in the opportunity for leaders to develop self-awareness. Since the components of the curriculum are based upon a model of emotional intelligence, each participant discovers personal strengths and weaknesses. *"Discovering strengths is powerful and enables participants to leverage these in their workplace and community at large. Leadership is all about relating to people, and that requires becoming self-aware, in order to self-manage within diverse social settings."* [Read More.](#)

## Final Thoughts...

After a storm which devastated a coastal town and flattened their beaches, a reporter found a marine biologist to interview. While standing on the beach, she asked, *"When you look around at this beach swept clean by this horrific storm, what do you see?"* The marine biologist replied, *"I see a new beach."*

We, as a nation, have lived through a year of crises and devastating events. Our only option: to get up again, learn from each crisis and move forward to build a *"new beach."* Leaders are needed: servant-leaders whose focus is to help those they serve to be better off...wiser, kinder, healthier or more financially stable. This is the classic test of a servant-leader as defined by Robert K. Greenleaf.

Our MCLP mission is to develop diverse leaders because we believe that a self-aware servant-leader who appreciates all viewpoints, all walks of life, is best equipped to make the tough, hard choices expected of a great leader.

You, our loyal supporters, make this possible. On behalf of the MCLP Board and Advisory Council, I thank you, for believing in the values of MCLP and making it possible for MCLP to continue developing diverse leaders whose expertise can help build better communities.

**Giving thanks and wishing you all a wonderful new year!**

Sonya Mau  
*Executive Director*

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