Purpose of the Course

The Population Leadership Seminar is designed to provide Fellows with opportunities to think about, apply, and learn about their own leadership skills and abilities. It provides a time to reflect upon what you are experiencing in your other classes and your experiences in the United States. The class design allows for self-reflection on the social, mental, and physical dimensions that you as a leader must nurture within yourself.

This class will be an opportunity to explore “what makes a person effective in a variety of leadership roles and processes.” In every organization there are opportunities to demonstrate leadership. To be effective in leadership roles and processes assumes a willingness to learn about one’s abilities and capacities and a desire to change and grow. While the class explores what leaders do within the context of teams and organizations, it focuses primarily upon an individual’s efforts to demonstrate effective leadership.

The seminar is designed to provide you time to explore your leadership capacities by observing other leaders, engaging with your colleagues, classmates and friends in discussion, and, most important, reflecting upon your own leadership experiences. We will study various dimensions of effective leadership and how it adapts to different contexts. You will reflect upon your own leadership style and aspirations as we study the

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1 The Center for Creative Leadership Handbook for Leadership, p. 4
attributes, skills and strategy of other leaders. And you will have opportunities to practice and apply many leadership skills and tools throughout your Fellowship year—both within and outside the Seminar setting. Opportunities may include public speaking invitations, professional networking events, and award ceremonies, banquets and other recognition events honoring leaders.

The fall quarter will focus on three areas of your personal leadership development:

− Developing an understanding of how different cultures view leadership
− Developing an understanding of your management and leadership strengths and weaknesses
− Reflecting upon the next steps in your leadership development

We encourage you to stretch and take risks with the assignments. Ask the questions that scare you the most or seem silly. Develop scenarios for yourself and your future that seem outrageous. Explore ideas that touch your heart, arouse passion or pain. Consider this a “safe” environment in which to explore aspects of your own leadership development that you don’t have the time or freedom to do at home.

Course Content and Grading

The Population Leadership Seminar will be graded, based on the following weights:

− Class attendance and participation (including thoughtful contribution to class discussions, introductions of speakers and facilitation of discussions)  25%
− Personal Mission Statement 25%
− Journal (Effort and Quality) 30%
− Instructor and Mentor Feedback 20%

The Leadership Development Plan will be part of the Winter Quarter grade.

Assignments

1) Complete the Skillscope assessment and meet with Nancy Campbell to review your feedback.

2) Complete the Skillscope Development Plan and discuss with your mentor no later than November 12th.

3) Keep a journal. You will be provided study questions for each week to guide your journal entries. In addition, you should reflect upon events in which you participated or observed other leaders in action. Journals will be read by the leadership seminar instructors, your mentor, and Steve Gloyd. Journals must be typed (12 point font) and not exceed 1-2 pages per week. The journal is to be turned in twice:

   • October 29th
• November 19th

4) Take the Emotional Quotient Inventory (EQ-I) assessment on-line by **November 5th**. Your results are private and confidential.

5) Write a personal mission statement and **submit by December 3rd**.

6) Individual Fellows will be assigned to introduce guest speakers and facilitate discussions based on the schedule below. Elisabeth Mitchell will demonstrate by introducing the first speaker, Jim Reid (who will offer a workshop on “The Art of Facilitation”). Fellows will be expected to prepare speaker introductions and facilitate discussions in subsequent weeks. Some sessions will include HHH Fellows and/or students from the International Development Certificate Program as well.

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<thead>
<tr>
<th>Date</th>
<th>Presenters</th>
<th>Introduction By</th>
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<tbody>
<tr>
<td>Week 1</td>
<td>Jim Reid</td>
<td>Elisabeth Mitchell</td>
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<tr>
<td>Week 2</td>
<td>Nancy Campbell</td>
<td>Shan Abdulwahid</td>
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<td>Week 3</td>
<td>Nancy Campbell</td>
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<td>Week 4</td>
<td>Ben Lozare</td>
<td>Mai Bui</td>
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<td>Week 5</td>
<td>Bill Clapp</td>
<td>Thandie Chikomo</td>
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<td>Week 6</td>
<td>Robert Klitgaard</td>
<td>Ansu Tucker</td>
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<td>Week 7</td>
<td>Nancy Campbell</td>
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<td>Week 8</td>
<td>Tina Podlodowski</td>
<td>Quyen Duong</td>
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<td>Week 9</td>
<td>HOLIDAY</td>
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<td>Week 10</td>
<td>Nancy Campbell</td>
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7) Create your leadership development plan and submit by January 7th. The format will be handed out in class.

All written assignments must be turned in by the due dates noted above in order to get full credit. Please avoid small fonts. This is true of individual and study group assignments.

**Autumn Quarter Class Schedule**

**Week 1**  
**The Art of Facilitation: Jim Reid (Principal, Falconer Associates)**  
**Oct 1**  
This workshop will focus on forms of facilitation in work settings and on facilitation opportunities Fellows will encounter during the Fellowship year.

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**Week 2**  
**The Context of Leadership: Nancy Campbell**  
**Oct 8**  
- Ground Rule Review
- Leadership: What is it? Why Study it? (Begin discussion of home plans and how this relates to them)
- The Impact of Culture on how we Lead

**Readings**  

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**Week 3**  
**Leadership Begins with Self Awareness: Nancy Campbell**  
**Oct 15**  
- The role of Values and Personal Mission
- The Leadership Development Process
- Management vs. Leadership
- Task and Relationship

**Readings**  
Case Study:    David Hoffman, Part A

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Week 4

Ben Lozare: SCOPE (Strategic Communication Planning and Evaluation) Workshop

Oct 22 & 23

Conceptual framework for Strategic Leadership and Management in Reproductive Health
- Household production of health
- Five learning disciplines

Establishing the basis for transformational change
- Shared vision
- Framework for social change

Creating a Learning Organization
- Personal mastery
- Team Learning

Identifying Core Problems and Strategy Design and Development
- Theory of Constraints.
- Root cause analysis

Leading and Managing
- Implementation with accountability
- Local data for local action
- Embracing error

Assignment

Please answer the following 2 questions and email your response to Ben Lozare no later than Monday, Oct. 18 at blozare@jhuccp.org.

- What is the most important insight/idea/skill that you have learned since the leadership program started? Why do you consider this most important?
- What is the most important question in your mind now for which you would like to find an answer? Why do you consider this most important?

Oct 22

6:00 PM

Informal Dinner with Ben Lozare, HHH Fellows and International Development Certificate students at the home of Elaine Chang and Jon Brock.

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Week 5

The Initiative for Global Development: Bill Clapp

Oct 29

NOTE: THIS SESSION MEETS IN THE COMMONS (308)

The Initiative for Global Development—which started in Seattle but has expanded to other major US cities—is an alliance of business and civic leaders that believes the U.S. can help create a safer and more prosperous world by working to eliminate extreme global poverty.

Readings:
Peruse the website for the Initiative at http://www.igdleaders.org/index.htm, and in particular please read their
newspaper articles and policy brief at http://www.igdleaders.org/SIPolicyBrief.pdf

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Week 6 Fighting Corruption: Robert Klitgaard
Nov 5 The abuse of political power for private gain undermines the hopes for prosperity and stability in developing countries, and deprives the most needy of vital public services. What are some mechanisms for scrutiny and control of public institutions, and for demanding and promoting accountable and responsive public administration?

Readings: Spend a couple of hours browsing through www.transparency.org and www.worldbank.org/publicsector/anticorrupt/ There are other interesting materials at the websites of the various regional financial institutions and the bilateral donors as well. As you read this material, keep track of ideas you think are particularly useful to people working in government in countries like yours (or those where you have lived). Be prepared to share these ideas in the seminar.

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Week 6 Emotional Intelligence: Nancy Campbell
Nov. 12

- The Role of Emotional Intelligence in Leadership.
- The Impact of Race and Gender

Case Study: David Hoffman, Part B

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Week 7 Field Trip to Lifelong AIDS Alliance: Tina Podlodowski on Leading a NGO
Nov. 19 NOTE: MEET AT PARRINGTON HALL AT 8:30 AM. LUNCH WILL BE PROVIDED BY LIFELONG AIDS ALLIANCE. WE WILL RETURN BY 2:00 PM.
The mission of the Lifelong AIDS Alliance is to prevent the spread of HIV, and to provide practical support services and advocate for those whose lives are affected by HIV and AIDS. The organization serves people living with HIV/AIDS in Seattle and King County, most of whom live at or below poverty level.

Readings: Familiarize yourself with the programs at www.lifelongaidsalliance.org
Week 8  Thanksgiving Holiday  
Nov. 26  No Class  

Week 9  Leadership Development Planning: Nancy Campbell  
Dec. 3  Developing Your Leadership Skills and Behaviors  

Week 10  East Coast Trip  
Dec 10  

NOTE: Readings will be available on electronic reserve through the UW Library’s web page. To access the electronic reserve materials, go to the UW Library website at http://www.lib.washington.edu and click on “Course Reserves,” and search for our class under the course number and title. You can access the electronic reserve system from any UW computer, or there is a program at the University Bookstore that you can purchase and install at home to dial in to the program.