

Day One - SUNDAY

OBJECTIVES FOR THE DAY:

Upon completion, participants will be able to:

- Define the Introductory Stage of training, detail two types of introductions, distinguish between Ice-Breakers and Openers by definition and purpose, describe at least four Ice-Breakers and Openers.
- Outline the need for desired outcomes (objectives), detail the characteristics and write or state examples of desired outcomes.
- Discuss Adult Education Theory, adult development and describe the three goals of adult education.
- Define a Learning Organization and identify Restrainers and Drivers of shaping one's organization into a Learning Organization.
- Acknowledge the value of "seeing" themselves in groups and teams and as facilitators or trainers.
- Experience and be able to facilitate learning techniques: learning circle, team leadership model, lecture or lecturette as well as multiple exercises.

AGENDA FOR THE DAY:

2:30 WORKSHEET – outcomes & objectives

3:00 - Desired Outcomes

- Getting to Know You
- I am [name... animal... plant]
- Introductions via 1-min. lecturette

3:45 Break

4:00 Defining a Learning Organization and identifying my organization's needs, pp. 10-11

4:45 TEAM EXERCISE - #1, 2, 3 (participants conduct short ice-breakers in teams)

5:15 ROPE & MIRRORS Adult Learning Theory

5:45 Wine and Cheese

6:00 Light supper and DISCUSSION

- What are the Leadership needs to accomplish transformation?
- What is Culture Change, anyway?

7:30 ADJOURN

HOMEWORK: Read *In Pursuit of the Sunbeam* chapters 1-2

Day TWO - MONDAY

OBJECTIVES FOR THE DAY:

Upon completion, participants will be able to:

- List the reaction to change
- Identify leadership actions needed in the process of change
- Experience team and reflect upon the experience
- Speak to the necessity of systems change in transforming culture
- Practice creating a learning climate
- Design a response to issues of change

AGENDA FOR THE DAY:

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- 8:30 WORKSHEET – personal reflection on yesterday
 - 8:45 SELF-AWARENESS
 - 9:00 DEBRIEFING – Learning Circle on reflections
 - 9:45 TEAM LEADERSHIP MODEL
 - 10:00 GROUND RULES – How will we work together this week?
 - 10:30 BREAK
 - 10:45 TEAM ASSIGNMENTS – teamwork of presentations
 - 12:00 LUNCH
 - 12:30 REACTIONS TO CHANGE
 - 2:00 PRESENTATIONS
 - Qualities of Transformational Leadership
 - Homelessness to Home
 - The 3 R's
 - Essential Elements of Households
 - Story Telling / Story Listening
 - 4:30 FINAL CIRCLE
 - 5:00 ADJOURN

HOMEWORK: Read *In Pursuit of the Sunbeam*
Chapter 9

Day THREE - TUESDAY

OBJECTIVES FOR THE DAY:

Upon completion, participants will be able to:

- Discuss Systems Theory and its value in understanding the need for culture change and in determining interventions
- Facilitate the giving and Receiving of Feedback in a team
- Discuss boundaries and parameters of team
- Identify person-directed innovations of the Household Model
- Detail the process of moving from Desired Outcomes to Households
- Define types of teams along a range of organizational structures

AGENDA FOR THE DAY:

8:30 LEARNING CIRCLE on Chapter 9
9:30 THE WALL – Desired Outcomes; Values; Design Principles
10:30 BREAK
10:45 SYSTEMS THEORY; Organizational reframing
12:00 LUNCH
12:30 PREPARATION FOR PRESENTATIONS
2:30 BREAK
2:45 WALL TO WALL – Growing Teams
3:45 CULTURE CHANGE STEERING TEAM
4:30 FINAL CIRCLE – Share organizational needs
5:00 ADJOURN

HOMEWORK: Read *In Pursuit of the Sunbeam*
Chapter 4

Day FOUR - WEDNESDAY

OBJECTIVES FOR THE DAY:

Upon completion, participants will have:

- Experienced a Household Model
- Discussed their Household Model experience and how it applies to their situation
- Discussed Essential Elements of Households as they relate to household experience

8:45 LEAVE HOTEL for Shorehaven in Oconomowoc
9:00 MEET ADMINISTRATOR, begin tour

NOTES ON VISIT:

AGENDA FOR THE DAY:

1:30 FREE AFTERNOON – Explore Milwaukee
6:00 GATHER at Action Pact for a Working Dinner

- Process your Household Visit
- Team Topic Assignments

7:30 ADJOURN

ASSIGNMENT FOR FRIDAY:

Plan and conduct a 45-minute learning session using good learning climate techniques. The session must include:

- Learning objectives
- Agenda
- Handouts

Day FIVE - THURSDAY

OBJECTIVES FOR THE DAY:

Upon completion, participants will be able to:

- Observe their own organization with new “culture change eyes”
- Identify organizational needs re: The Five Attributes of the Stages of Culture Change
- Gather new information presented to assist thinking about their organization
- Recognize how leadership changes in an evolving organization.

AGENDA FOR THE DAY:

DISCUSSING ORGANIZATION NEEDS

ACTION PLANNING

- 8:00 Presentation based on Identified needs and organizational concerns from previous self-reflections: Megan and LaVrene
- 8:45 Physical design options of kitchens and discussion of new dining standards: Linda Bump
- 9:45 BREAK
- 10:00 ACTION-PLANNING
- Process offered for participants to take home
- 10:30 Team Mandala
- 12:00 ADJOURN (Lunch, if participants have time before flight)