

## **Vermont Leadership Institute: Class of 2018 Program Description and Timeline**

### **The Vermont Leadership Institute**

Since 1995, the Snelling Center's Vermont Leadership Institute (VLI) has been the state's pre-eminent leadership development program. There are currently more than 500 program graduates actively influencing Vermont's future in business, public policy, education, community development and in a wide range of volunteer and non-profit sector roles.

### **VLI Program**

The VLI program consists of eighteen seminar days with eight overnight sessions between September and June. Each session is held in a different region of the state to convey a sense of Vermont's rich historic, geographic and cultural diversity. Each year an average of 25 participants are selected, based on their professional experience, desire to learn, and commitment to the citizens of Vermont.

The Vermont Leadership Institute fosters ethical and transformative leadership, drawing on expert faculty from within Vermont, as well as dynamic presenters from across the nation. The curriculum is both thought-provoking and tailored to a variety of adult learning styles. We create a learning environment that challenges participants to develop self-awareness and acquire knowledge and skills that result in strong and effective leadership.

### **Class of 2018 Program Sessions**

#### **Opening Retreat** (2 days: Thursday and Friday, September 14 & 15, 2017)

Team building exercises set a tone of collegiality. Assessment tools, including the Myers Briggs Type Indicator, illuminate diversity of leadership and communication styles. The groundwork is established for a successful cohort experience.

#### **Know Thyself** (3 days: Wednesday, Thursday & Friday, October 25, 26 & 27, 2017)

Learning styles, personal values and motivation, and a 360 degree professional evaluation add to the participants' toolkit. The class works on personal and professional plans, which incorporate their new understanding.

**Leadership in Context** (2 days: Thursday and Friday, November 30 & December 1, 2017)

The Class explores leadership through various lenses and frames. These include diversity, inclusivity, and cultural competency, within the perspective of personal and professional values.

**Systems and Organizational Change Leadership** (2 days: Thursday and Friday, January 4 & 5, 2018)

The class explores systems theory, with specific application to systems in Vermont, such as health care, energy, and town and local government. Participants will work with Vermont leaders to discuss their experience and models for creating organizational change.

**The Shaping of Public Policy** (3 days: Monday, Tuesday and Wednesday, February 5, 6 & 7, 2018)

The Class visits Montpelier, to visit the Vermont State House as it is in session. The participants meet with Vermont's leading public servants, in panels, on House and Senate Committees, with the State Supreme Court, and with lobbyists and journalists.

**Human-Centered Systems in Action** (3 days: Wednesday, Thursday and Friday, March 14, 15 & 16, 2018)

Participants continue to explore the complexity of issues such as education, poverty, criminal justice, opiate addiction and the economy. Models and lenses from prior sessions will be used to provide context and further learning in how these issues are addressed by state agencies and the non-profit sector.

**Transformational Leadership to create a Thriving Vermont** (2 days: Thursday and Friday, April 19 & 20, 2018)

Participants will explore the role of the non-profit and business sectors in creating a thriving Vermont, as they use leadership tools such as Appreciative Inquiry. The Class will also focus on creating a personal and professional strategic plan, to move forward from VLI with focus.

**Commencement** (2 days: Friday and Saturday, June 1 & 2, 2018)

Reflection and celebration are the themes as participants bring the formal part of VLI to a close.