



## CPDC NGO LEADERSHIP TRAINING WORKSHOP

Delivered by Rodney Grant – Officer in Charge (CPDC)

I welcome you this morning to this leadership workshop supported by the Caribbean Policy Development Centre. This support comes as part of a Caribbean Regional Development Project funded by the European Commission under the 10<sup>th</sup> CRIP, to the tune of 2. Mil out of which 1.7 is direct support to the project.

Thematically the project focuses on the Governance and capacity building issues of the CSO sector to ensure that the sector participates fully in regional development issues through enhanced advocacy and policy development skills.

This workshop supports the broad vision of CPDC to ensure that the people of this region and the organizations that work tirelessly for those on the margins of development will be positively included in policy development. It supports our vision to support and advocate for good policies for this region.

**It's no secret** that high-performing leadership is synonymous with private-sector success. There is a gap between demands on leaders and their ability to meet those needs. At the same time, a number of sector leaders tell us they're concerned that the sector's priorities are at risk if the organizations lack leadership with the capabilities to respond to the emerging issues that we face and to adapt to fast-changing demands.

During the past decade, we have recognized the looming leadership deficit as older leaders retired or moved on. Furthermore, the more pressing issue has been ensuring that this sector's existing and emerging leaders have the ability to be effective in their roles.

One of the approaches which we can support going forward to ensure knowledge transfer for the sector would be the ability to create talented teams. Effective CEOs surround themselves with people possessing the diverse skills that a successful organization needs. Social-sector leaders need to recognize this and prioritize it. A gap in talent at the top, where too much of the leadership burden rests with one or two professionals, may limit what a social-sector organization can accomplish – This we have to change.

# Opening Speech For Leadership Training

**Michael Rajnik**



## **Opening Speech For Leadership Training:**

**The Blood of the People** Anthony Reid, 2014-03-17 In northern Sumatra as in Malaya colonial rule embraced an extravagant array of sultans, rajas, datuks and uleebalangs. In Malaya the traditional Malay elite served as a barrier to evolutionary change and survived the transition to independence but in Sumatra a wave of violence and killing wiped out the traditional elite. In 1945-46 Anthony Reid's *The Blood of the People* now available in a new edition explores the circumstances of Sumatra's sharp break with the past during what has been labelled its social revolution. The events in northern Sumatra were among the most dramatic episodes of Indonesia's national revolution and brought about more profound changes even than in Java from where the revolution is normally viewed. Some ethnic groups saw the revolution as a popular peasant supported movement that liberated them from foreign rule. Others though felt victimised by a radical levelling agenda imposed by outsiders. Java with a relatively homogeneous population passed through the revolution without significant social change. The ethnic complexity of Sumatra in contrast meant that the revolution demanded and altogether new Indonesian identity to override the competing ethnic categories of the past. Resources in Education, 2001 *The Future of Leadership Development* Carola Hieker, John Pringle, 2020-09-02 Leadership development aims to disrupt leaders' behavioural and thought patterns. However for many decades leadership development has not changed significantly. Nobody seems to be disrupting the disrupters. It needs to evolve if leaders are to deal successfully with the disruptive challenges they face today such as climate change, global health emergencies, digitization, an ageing workforce and the different expectations of millennials and Generation Z. This book reflects critically on the future of leadership development and what is missing in traditional approaches. It is based on interviews with leadership development suppliers, HR professionals and leaders as well as the authors' industry experience. This book provides practical recommendations for how leadership development needs to change to support leaders as they navigate a volatile and uncertain world. **How to Get Started Implementing Total Quality Management**, 1991 Research in Education, 1974 **Civil Service Reform in Latin America and the Caribbean** Shahid Amjad Chaudhry, Gary James Reid, Waleed Haider Malik, 1994-01-01 This collection of papers was presented at the World Bank Conference on Civil service reform in Latin America and the Caribbean held in 1993. The goal of the conference was to promote the flow of ideas among researchers and practitioners in the civil service. *Brave New Workplace* Julian Barling, 2023 *Brave New Workplace* argues that organizations should focus on creating environments in which employees can flourish rather than relying on the resiliency of workers to withstand difficult working conditions. Author Julian Barling outlines 10 elements for a healthy and productive workplace: leadership, autonomy, meaning, belonging, growth, fairness, clarity, recognition, safety and physical environment and illustrates how these elements can be readily implemented and how they can increase levels of work performance and employee well-being. Learning to Lead for Transformation Emmanuel Ngara, 2022-06-16 *Learning to Lead for Transformation* takes an international and inclusive approach exploring

learning and educational leadership from different cultural and theoretical perspectives from Habermas theory of cognitive interests to Freire s approach to education and Ngara s decolonized epistemology and Ubuntu based developmental approach Enriching his presentation with Japanese and Western examples Ngara uses the African tradition of storytelling as well as engaging exercises to explore The developmental approach to teaching and learning The link between the proposed pedagogy and leadership development The importance of relevant curriculum content The importance of approaches based on indigenous knowledge systems or cultural traditions Each topic is introduced with a tuning in exercise and the reader is guided to reflect on their own experiences and understanding throughout the book with discussion points and activities

**Promoting Service Leadership Qualities in University Students** Daniel T.L. Shek,Po Chung,2015-08-20 This book outlines the development of service leadership curricula programs and materials designed for university students in Hong Kong In addition it includes evaluation studies and specific service leadership programs making it a pioneering book that integrates service leadership and student wellbeing for Chinese university students In view of the transformation of industries resulting in shifts from manufacturing economies to service economies the book takes a holistic approach to leadership development focusing on three basic components of effective service leadership that are closely related to student wellbeing leadership competencies such as emotional intelligence and resilience moral character and a caring disposition This approach represents a move away from literature that emphasizes the elite leadership model assuming that leadership is the privilege of a talented few By extension it argues that the promotion of service leadership qualities is a good strategy for promoting student wellness The individual chapters are extended versions of papers presented at the International Conference on Service Leadership Education for University Students Experience in Hong Kong which was held in May 2014 The book offers a valuable contribution to Chinese and global academic literature on service leadership and will benefit researchers and educators alike

**The Ordensburg Vogelsang** Franz Albert Heinen,2014 Emotions and Leadership in Organizations and Educational Institutes Osman Titrek,Anna Stavicka,Ana Campina,Gozde Sezen-Gultekin,Carlos Francisco De Sousa Reis,2023-11-28 Emotion management is an important source of social capital and synergy for organizations Managers have a great role in the creation of this synergy A manager who can cope with their emotions indirectly contributes to organizational effectiveness This situation is especially important in human oriented organizations providing services rather than goods such as educational institutions Leadership is a process of social influence which maximizes the efforts of others towards the achievement of a goal Leadership stems from social influence rather than authority or power In terms of system approach the input output process and feedback of educational organizations are always related to human behaviors Therefore organizations must address the nature of human beings in all of their managerial processes Although organizations in which people are at the foreground try to continue their functioning on a rational and formal basis throughout the managerial process they sometimes have to manage emotional and informal phenomena In this case there is a

need for managers and school leaders who can shape the rationale in line with the requirements of human nature What is expected from this administrator is that they do not ignore human needs and emotions while providing the management of educational institutions For this reason these managers should be leaders rather than executives who only work in a formal framework of organization management Moreover principals and teachers should also be leaders in all educational processes Emotions are the main catalyst of positive organizational culture Leaders can create an effective organizational culture with the main source of positive emotions between employers Positive emotions also motivate employees for organizational purposes If a leader wishes to create and maintain an effective organizational culture it is essential to support positive behavior and emotional climate in their institutes and schools Leaders school managers and teachers therefore need to develop emotion management abilities Educational organizations need to shape their organizational culture climate and psychology to support their leaders in efficiently managing their employees emotions Up to now this topic has been usually addressed as the main catalyst and a sub dimension of emotional intelligence Moreover current evidence classifies social and empathy skills as other sub dimensions of emotional intelligence For this reason this collection of peer reviewed articles will draw attention to the contemporary term emotional management and contribute to educational fields by means of exploring the relationship between emotions and leadership

*Leadership For Dummies* Marshall Loeb, Stephen Kindel, 1999-09-02

Yogi Berra said leading is easy the hard part is getting people to follow Let this user friendly guide show you the path to great leadership Eliciting cooperation from a group of people of any size from a project team to an army can be like trying to tap dance on quicksand Although leadership might come easier to some people it isn't necessarily something you have to be born with as you'll learn in this step by step guide to becoming a leader leaders are made not born and just about anybody can become an effective leader Whether you aspire to being a leader have had leadership thrust upon you or are already a leader and want to be better at it *Leadership For Dummies* is for you Short on theory and long on practical strategies and surefire techniques it arms you with what you need to Build and flex your leadership muscles See opportunity amid change and crisis Develop your own leadership style Lead with effective communication and encouragement Recognize the ten telltale behaviors of true leaders Earn greater respect success and recognition Teacher preacher coach project leader no matter what specific leadership role you want to fill *Leadership For Dummies* provides you with a solid foundation to hone your leadership chops and instill trust in those you lead You'll discover What it takes to be a leader and your own leadership potential Common misconceptions about leadership How to be flexible and adaptive without compromising your principles The ongoing process of leadership How to prepare to assume the role of leader Leadership in everyday life and how to take a more active role in your family community and the world at large What vision is and why it's so necessary to great leadership How to develop and act on your own vision How to create winning teams and keep them following your lead This friendly and accessible guide also explains types of leadership roles leaders take on to get the job done and how the realities of leadership

can affect your everyday life If you want to know all of that and get quick ideas about leadership and the art of persuading grab your own copy of Leadership For Dummies today      *Congressional Record* United States. Congress,1967

Association Management ,1961      My Diploma Doesn't Seem to Work: Principles they forgot to teach in High School  
Moisés Castillo,2017-09-12 My Diploma doesn t seem to work was written by a recent high school grad who is passionate about helping others see through an established system and find their greater potential What you will get out of reading this book is a shifted perspective and an abundance of self awareness of the systematic structure that every student is obligated to go through Whether the student becomes successful outside of school comes down to how well they are self aware of their surroundings and environment Concepts that the educational curriculum leaves out will be addressed in the book through a series of vignettes and analysis along with recommendations for further knowledge High school education is a subject that should no longer be looked over by rather understanding there is a hole in the system And the first step in solving a problem is realizing there is a problem      *Daily Graphic* Ransford Tetteh,2010-07-19      Training the Party Charlotte P. Lee,2015-07-02 Charlotte P Lee examines the Chinese Communist Party s renewed emphasis on party managed training academies      **An American Sunrise** Terry H. Martin,1984      **The 1984 Guide to the Evaluation of Educational Experiences in the Armed Services** ,1984      **The 1980 Guide to the Evaluation of Educational Experiences in the Armed Services: Coast Guard, Marine Corps, Navy, Dept. of Defense** American Council on Education,1980

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