



SIGMA LEADERSHIP ACADEMY  
SIGMA IS LEADERSHIP

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## OVERVIEW

### SIGMA EMERGING LEADERS FORUM (SELF)

**FY 2011-12**

The curriculum uses a variety of learning methodologies to engage the SELF's participants, including:

- Active involvement from internal leaders throughout the organization.
- External partnerships with dynamic opportunities for breakthrough learning.
- Working groups to encourage collaboration and develop critical thinking skills.
- Action learning projects that probe the Fraternity's strategic imperatives.
- Virtual classroom experience with online learning, video casts, business reviews, and blog discussions.

SELF'S Participants will strengthen skills in five leadership practice areas that will contribute to their success as strategic leaders within Phi Beta Sigma:

- Building personal effectiveness
- Executing for results
- Managing change
- Inspiring and developing diverse talent
- Influencing constituents

SELF'S Participants will build upon their existing insights and enhanced critical thinking skills, enabling them to further:

- Embrace a larger responsibility for the success of the entire organization.
- Make wiser choices within the context of the "big picture" of the Fraternity.
- Utilize strong judgment in balancing short and long-term challenges.
- Accurately assess leadership situations and apply effective critical thinking skills to resolving issues.
- Embrace the concept of "servant leadership" - operating as an integral part of a leadership team for the success of the enterprise.
- Evaluate and take appropriate risks.



- Anticipate future recruitment needs for the chapter or larger constituent groups, as well as for the Fraternity, and take responsibility for the development of talent to fulfil those needs.
- Anticipate and continually prepare for change - working daily to create a climate that is change-ready. Take ownership of developing personal effectiveness and uncovering opportunities for continual learning.

**CAPSTONE PROJECT: PARTICIPANTS WILL DEVELOP AND IMPLEMENT A SERVICE LEADERSHIP PROJECT FOR THE FRATERNITY.**

Session and Date	Session Type	Session Objective
<b>Opening Session</b> July 17 – 18, 2011	Travel Session – Atlanta, GA  Study Materials:  Custom materials by Brother John White, Director of SILA and varied presenters	Inaugural Session <ul style="list-style-type: none"> <li>• Introduction of Emerging Leaders</li> <li>• Overview of Program</li> <li>• Core Workshops               <ul style="list-style-type: none"> <li>○ Setting Personal and Professional Plans and Goals for Leadership Success</li> <li>○ Speak, Present and Communicate with Poise, Power and Persuasion</li> <li>○ Navigating Crucial Conversations</li> <li>○ Creating A Passion to Serve through the Fraternity’s Shared Vision</li> </ul> </li> </ul>
<b>Session 1</b> October 10, 2011  Part A – Online Part B - Online	Project Assignment #1 Hon. Paul Griffin, Jr.  Phillip Edge  John E. White	<ul style="list-style-type: none"> <li>• Develop Fraternity Manual of Standard Procedure – ‘Reducing Leadership Variances’</li> <li>• Develop Criteria for National Elected Officers</li> <li>• Introduction to Project Management</li> </ul>
<b>Session 2</b> October 24 2011  Part A – Online Part B -Online	Online Session  Facilitators: SILA Faculty, Brother Dr. Joseph West	Project Planning and Project Management  Project Evaluation



Session and Date	Session Type	Session Objective
<b>Session 3</b> December 2011	Research Guided Facilitator: SILA Faculty, Brother Dr. Bennie Harris	Participants will conduct guided research on the City of Memphis. Study areas include: <ul style="list-style-type: none"> <li>• 20<sup>th</sup> Century Civil Rights and Race Relations</li> <li>• K-12 Education system – both the Memphis Public Schools and the Jefferson County Schools</li> <li>• Memphis Government</li> </ul>
<b>Session 4</b> January 2012	Travel Session - Memphis, TN Facilitator: Brother John White, SLA Director Study Material	Project Update and Review <ul style="list-style-type: none"> <li>• Project Development and Design</li> <li>• Effective Project Planning and Management</li> <li>• Project Evaluation</li> </ul>
<b>Session 5</b> February 2012	On-line Session Study materials: Harvard Business Review on Building Better Teams. May 17, 2011. Prod. #:10302-PDF-ENG Phillip Edge	Building Better teams <ul style="list-style-type: none"> <li>• Boost team performance through mutual accountability</li> <li>• Motivate large, diverse groups to tackle complex projects</li> <li>• Increase groups' emotional intelligences</li> <li>• Prevent decision deadlock</li> <li>• Fight constructively with top-management colleagues</li> </ul>
<b>Session 6</b> March 2011 Part A – Online Part B – Online	On-line Session Facilitator Phillip Edge, SLA Faculty Curriculum: TBA	Managing Networks <ul style="list-style-type: none"> <li>• Establishing effective networks and maximizing the value of your networks.</li> <li>• Obstacles in establishing effective networks.</li> <li>• Importance and art of managing up.</li> <li>• Constructive approaches to managing the politics of change.</li> </ul>



Session and Date	Session Type	Session Objective
<b>Session 7</b> <b>May 2012</b> <b>Part A – Online</b> <b>Part B – Online</b>	On-line Session Facilitator and Curriculum: TBA	<b>Leadership in Action</b> <ul style="list-style-type: none"> <li>• Study the strengths and weaknesses of different approaches to leadership.</li> <li>• Describe what type of leader the individual is: transformational, transactional, servant, etc.</li> <li>• Distinction between leadership and management</li> <li>• Pros and cons of different styles</li> <li>• Challenges of co-leadership</li> </ul>
<b>Session 8</b> <b>May 2012</b>	On-line Session	<b>Values-based leadership</b> <ul style="list-style-type: none"> <li>• Successful leaders articulate values explicitly and shape the values that support the organization's strategy. They understand what their leadership represents and what their legacy will be</li> </ul>
<b>Session 9</b> <b>June 2012</b>	On-line Session Facilitator: Brother Charles Talbert, SLA Faculty and Phillip Edge, SLA Faculty	<b>Communications and Presentation skills for leaders</b>
<b>Session 10</b> <b>July 2012</b>	On-line Session	<ul style="list-style-type: none"> <li>• Review of Core Competencies and Expectations of Sigma Leadership Positions</li> <li>• Review of Fraternity Standard Operating Procedures</li> </ul>
<b>Session 11</b> <b>August 2012</b>	Travel Session Washington, D.C.	<b>Project Completion and Presentation</b>



## Project Teams

Team 1	Brother Young	Arthur	Craig
	Rico McClarity	Cooper	Christopher
		Foster	Michael
		Grant III	Gerald
	Team Leaders	Hudson	Donald
		Johnson	Trae
		Lawrence	Kevin
		McClarity	Rico
Team 2	Brother Moten,	McKelvey	William
	Phillip Thompson	Millen	LaDarius
		Moten	Tweail S.
		Ndely	Sam
	Team Leaders	Redman	Howard
		Shaw	Cameron
		Solomon	Antonio
		Thompson	Phillip
	Wright	Dwayne	

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