

Inter-American Division Leadership Development Program 2016-2020

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This leadership development program of the Division for this quinquennium is an investment in the organization's legacy and the fulfillment of its mission. It is intended to provide an understanding of the organization's policies, strategies, culture, and best practices and to prepare servant leaders who model the principles and practices of Christ's leadership. The apostle Paul counsels; "Follow my example, as I follow the example of Christ" 1 Corinthians 11:1. It is concerned with equipping both current and emerging leaders to embrace and foster the Seventh-day Adventist tradition.

Coaching, assessments, and a wide range of mentoring strategies are included in this leadership paradigm. It is a blended initiative that involves action learning (project assignments, group task forces) along with technology offerings (face-to-face, collaboration, videos, online and other forms of distant learning procedures).

Objectives:

1. To improve the leadership practices among unions, local fields and institutions administrators, departmental leaders and church pastors.
2. To enhance the credibility of and trust in the governance of the church and its organizations at all levels within the Division.
3. To foster effectiveness in those initiatives of the organization that are implemented to advance the mission.

The program is divided into two main segments:

1. Organizational Leadership Development
2. Individual Leadership Development

A. The Organizational Leadership Development segment focuses on;

1. Organizational results and strategy through collective, connected leadership
2. Understanding of organizational policies
3. Development of organizational policies, statements and guidelines
4. Implementation of new and existing organizational policies
5. How to strengthen organizational effectiveness through the existing structure
6. Helping each organization to succeed in attending to all areas of organizational priorities
7. Development of effective leadership teams for the organization
9. Cross Cultural organizational leadership and decision-making

- B. The Individual Leadership Development segment focuses on the development of a pipeline of successful leaders at all levels in the organization which include:
1. Leading Self —
 - Prepare for management or leadership role
 - Build a common leadership language within the organization
 - Increase personal effectiveness and performance
 - Personal responsibilities of the leader (Spiritual, Physical, Social, Mental Family)
 2. Leading leaders —
 - Integrate cross-functional perspectives in decisions
 - Handle complexity
 - Manage political issues
 - Disseminate initiatives and ideas to other leaders
 - Select and lead leaders for high performance
 3. Leading Others —
 - Transition from individual performer to leading a team
 - Build relationships to get work done
 - Deal effectively with conflict
 - Solve problems successfully
 4. The Function of Leading—
 - Set vision and build toward the future
 - Balance trade-offs between the short- and long-term
 - Align the organization for strategy implementation
 - Training board and committee members to effectively execute their roles.

Procedure:

1. All Division, Union and local field and institution and local church executive committee and board members shall complete a training program on organizational governance (role and function of committees and boards, and the duties and expectations of member).
 - a. Training of the Division committee members will be held at the time of a mid-year meeting to be announced
 - b. The local fields committee members will receive training at a time and place to be determined.
 - c. The training of members of the boards of the institutions will be done at a time and place to be determined.
 - d. The board members of each local church will be done at a time and place to be determined.
2. The Division will prepare the curriculum, be responsible for the training, and issue certificates to those who complete the program at the Division, Union/Institution level.

3. The Division will prepare the curriculum, and the Union will be responsible for the training, and will issue certificates to those who complete the program at the local fields/Institution level.
4. The Division and Union will prepare the curriculum, and the local field will be responsible for the training, and will issue certificates to local Church board members who complete the program.
5. All newly elected administrative officers at the local field and Union levels will receive entrance orientation in order to effectively fulfill their administrative responsibilities at a time and place to be arranged.
6. The administrators and departmental leaders of all local fields, institutions and Unions as well as Church Pastors, shall complete annual continuing education in organizational leadership.