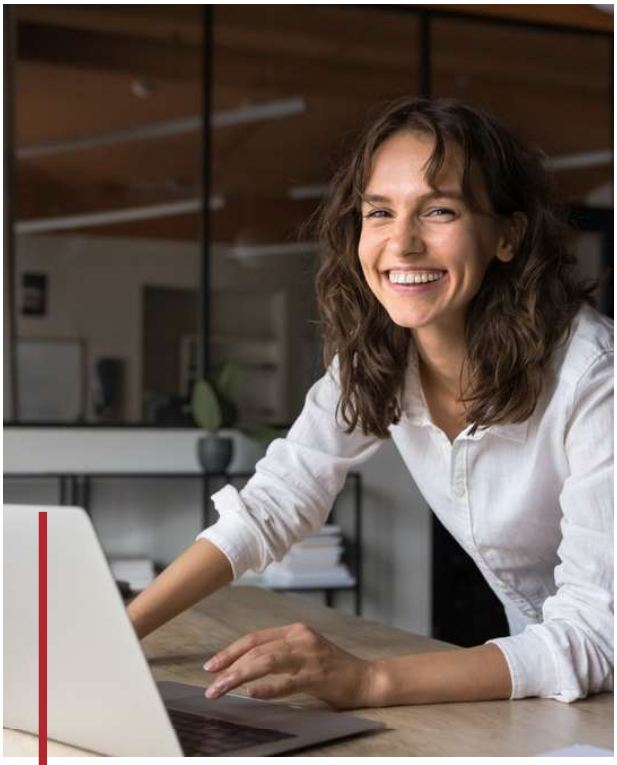
2026-2028 UNITY PROJECT

LEADERSHIP TRAINING PROGRAM: DEVELOPING MEMBERS TO LEADERS



LEADERSHIP OBJECTIVE:

For clubs to build and implement a Leadership Training Program for its members. This can be a Mini GFWC Leadership, Education, and Development Seminar (LEADS) Program or designing a training program that fits within your club.

The Unity Project challenges all clubs to be creative in growing their members.

Developing Members to Leaders: GFWC offers several resources to its members to develop and strengthen their leadership skills while fostering a growth-oriented mindset through the effective utilization of these available leadership development and training resources.

Leadership Resources include: The Digital Library on the Member Portal, Leadership Toolkit, GFWC Learning Academy, Webinars, and the Junior Club Leadership Certification Training Program.

LEADERSHIP TRAINING PROGRAM

PROJECT IDEAS:

- Utilize the available resources to educate and discuss leadership topics during a meeting or hold separate leadership training classes. These training classes can be done in person, via zoom, or a hybrid design. Develop a training schedule and timeline, creating a catalog of leadership coursework, and listing initiated topics to assist members in beginning their leadership journey. Be creative and make it work for your club.
- Create a "Leadership Book Club" Training Program – this format would allow a more informal setting and would be invaluable for all participants to learn from one another. The group could meet every other week or monthly before or after scheduled meetings, or at another time that works for all.
    - Pick one or two leadership topics from the available resources mentioned above for members to read, watch, and learn. Have each member prepare a summary to share with the group, discussing their key take-aways. This promotes shared and member-to-member learning, creating conversations and discussions of ideas, and furthering development of a leadership skillset. Introduce a group exercise: Create a real-life practice scenario to discuss how one might handle an issue pertaining to the topic of discussion.

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TOPIC IDEAS:

Conflict resolution, handling difficult conversations, practicing presentation skills, effective communication skills, problem-solving, time-management, motivating club members, creating fun and engaging reward and appreciation programs, challenging members to step outside their comfort zone, finding ways of encouraging members to take the lead on a project, developing an agenda or budget, writing a succession plan – the ideas are endless.

- Involve the LEADS Graduate and State and District Chairman to facilitate the training, if available. Utilize other members with strong leadership skills and experience. Know your members. Who are your leaders within the club? Who works in a professional leadership role? Is there a member that has a degree in leadership? Work smarter and utilize the team's strengths.

REPORTING YOUR CLUB'S LEADERSHIP TRAINING PROGRAM AND LEADERSHIP PROJECT RESULTS

- **Annual Submissions** – States may submit Leadership Training Programs in their TOP 10 projects for state award entries.
  - Clubs should include a narrative Award Entry, under the Leadership Advancement area, describing their Leadership Training Program. What did the program entail? What were the results, outcomes, successes, challenges, and strategies for overcoming those challenges? What the club would change to improve the program moving forward? Leadership is an ongoing process with continuous learning from self-reflection, self-improvement, and growth. How does this impact developing leaders and transitioning members to leaders? This is a win for all.
- **Leadership Quarterly Newsletter** – We want to hear about your club's success.
  - Clubs are encouraged to share their Leadership Training Program: Developing Members to Leaders by submitting their club's success and stories of what's working to the GFWC Leadership Committee.

Sharing best practices is a good practice. It helps the growth of all of GFWC.

We want to share your story!

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