

### Goals of Leadership Development

PIA's leadership development methodology is designed to identify and recruit ordinary people with leadership potential, equip them with principles and skills of civic engagement, foster their growth as public community leaders through research and action, and catalyze their personal growth through reflection and evaluation. A PIA leader is an active member of a PIA organizing committee who represents family, congregation, neighborhood, or school constituencies.

### Contexts of Leadership Development

Leaders grow through preparatory training and practical experience in several contexts:

- **One-to-One Interviews** with PIA leaders and staff clarify leaders' interests, values, and opportunities for growth. Interviews may also focus on specific organizing principles or skills in relation to current work. One-to-one interviews are frequent and ongoing.
- **Exploratory Trainings** relate leaders' personal experience to real community problems and to the values and visions of the democratic and faith traditions. Exploratory trainings equip leaders to surface community concerns and engage others in relationship through one-to-one interviews. Exploratory trainings are typically 4-6 hours over three sessions.
- **Local Organizing Committee Workshops** teach leaders organizing principles and skills appropriate to each stage of the organizing process. Workshops are a primary forum for skill development, issue analysis, and strategic consensus-building in a highly participatory format blending presentation, discussion, role play, and other exercises. Workshops are part of monthly committee meetings and are typically 20-30 minutes per session.
- **PIA Regional Trainings** gather leaders to focus intensively on organizing themes such as relationship, power, action, or development or on issue areas such as education or housing. Trainings are held quarterly and are 4-5 hours per session.
- **PICO National Trainings** draw experienced leaders from PICO organizations together for a one-week comprehensive course on congregation-based community organizing.
- **Other Training Contexts** include Board and committee meetings, evaluations following research and action meetings, and special PICO events.

### Content of Leadership Development Trainings and Workshops

Participants learn leadership, relationship, and civic skills and principles such as:

- Principles of relationships, self interest, and values
- Purpose and practice of one-to-one interviewing with community members
- Building relationships based on shared values
- Recruiting and developing new leaders
- Identifying and prioritizing issues of community concern
- Principles and methods of participatory research and public action
- Analyzing complex concerns in education, housing, public safety, welfare reform, etc.
- Researching specific problems which are focal points of these concerns
- Analyzing power structures to determine strategies for resolving problems
- Organizing and conducting large, results-oriented community action meetings
- Negotiating with decision makers and holding them accountable to commitments
- Evaluating leaders' growth and PIA's growth as a force for change in the community
- Speaking in public and working with the media