

# Initiatives

...helping everyday people transform their families, jobs, communities, and lives!

At important milestones, it's easy for organizations and communities to look backward when they need to be looking forward. Identifying 'pearls of wisdom' helps board, staff, colleagues and clients celebrate the legacy of their work as they envision the future together.



## Celebrating Leadership

Turning an Anniversary Into a Time to Lead an Organization Forward

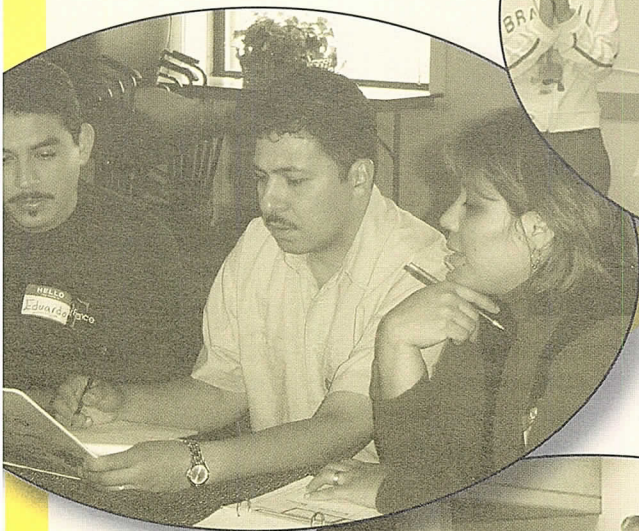


*Initiatives* is published three times each year by the Institute of Cultural Affairs in the USA, a nonprofit organization offering individuals and organizations tools for learning, leadership, participation and community building—across America and around the world.



# 'Pearls of Leadership'

Board, staff, and colleagues identify nine key elements of leadership for the 21st century



...embody face

(ICA's ToP® facilitators, managers and group training session at

...shift images of community leadership

(ICA's methods and mentoring help youth and adults work as teams. The 'Youth as Facilitators' program releases the creative energies of youth and adults for community projects)

## Effective leadership

(and an ICA program that illustrate each 'pearl')

...honor cultural values

(Honoring cultural values engages people. Many of ICA's courses and services are available in Spanish, French, English, or bilingually.)



...inspire wisdom and commitment

(ICA Journeys adult retreats give participants the space to stop, think, reflect, and regroup. Participants in a 'This Moment In Time' retreat get creative to gain perspective.)



...expand the perspective of others

(ICA's 'Imaginal Education' methods help both teachers and learners. ICA staff member Keith Packard uses 'Learning Basket' resources to show a mother how to stimulate her toddler's brain through play)

## Celebrations Launch 'Leadership Initiatives'

Staff, partners review learnings, anticipate new service to nonprofit sector

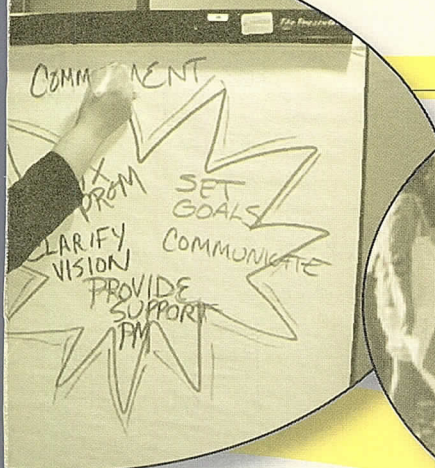
Dick Alton and David Dunn

ICA has always seen leadership as the heart of being human, not something for a few select 'giants.' We're all called lead. Furthermore, we believe that the future rests on the willingness of local people to respond to this call. Giving people the ability to respond is the ICA's reason for being. As Theodore Levitt, former editor of the *Harvard Business Review*, said, "Organizations exist to enable ordinary people

to do extraordinary things." The Institute of Cultural Affairs has been helping ordinary people become extraordinary leaders for more than 30 years.

To mark its 30th anniversary, Board and staff members celebrated last fall with colleagues in homes and ICA training centers across America. In Chicago, 'research symposium' participants identified learnings about





## ...see and seize possibilities

(ICA has tools for action. Graduates of ICA's Neighborhood Academy in Adelanto, California organized a successful advocacy campaign for a local supermarket.)

## Facilitative skills

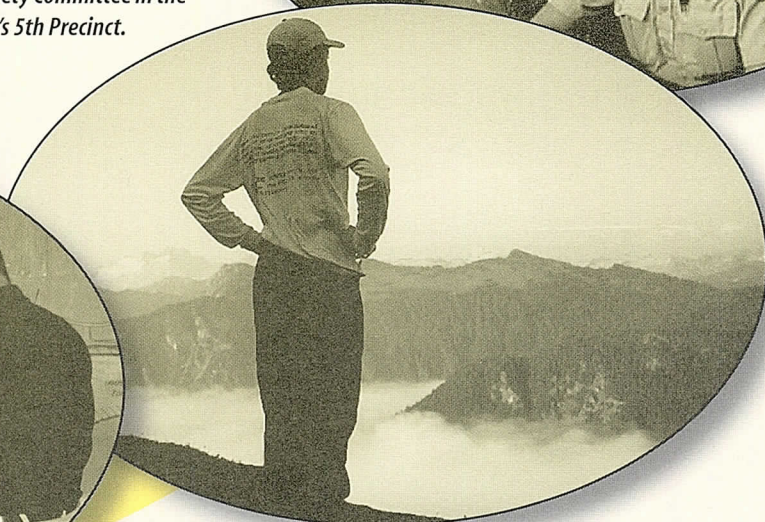
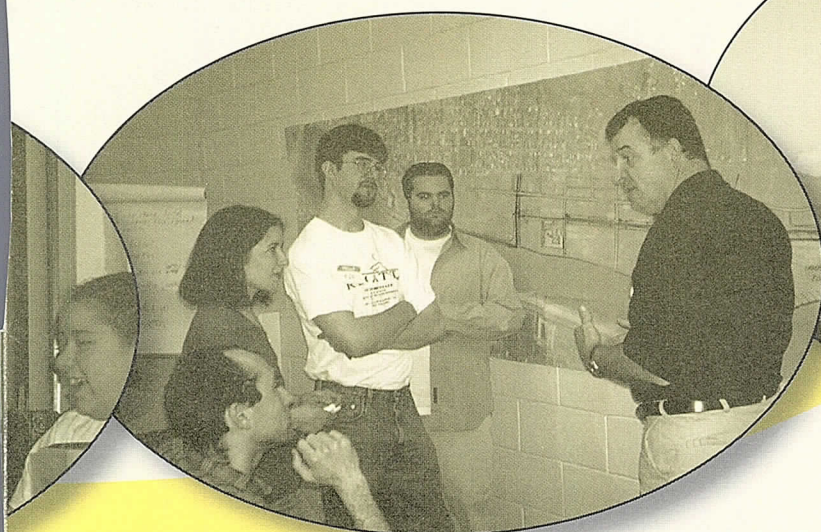
Facilitation methods are indispensable tools for group leaders. Course grad Cindy Maag leads a meeting at Securian Financial Services in Minneapolis.)

## ...foster empowerment

Kristine Danzinger (standing far right), a community organizer with the Lyndale Neighborhood Association in Minneapolis, uses ICA's ToP® facilitation methods in her work with the Crime and Safety Committee in the Minneapolis Police Department's 5th Precinct.



## Leaders...



## ...enable authentic reflection

(ICA Journey's outdoor adventures for youth provide the occasion for productive soul searching and decision making during important life transitions.)

## ...assure ownership

(Urban planners and design professionals use ICA's participatory methods to ensure local ownership and project success.

Neighborhood residents shared responsibility for the 'South Troy [NY] Working Waterfront Revitalization Plan.')

leadership. As illustrated by the photos above, the group identified nine common sense ways we all can lead by engaging and energizing our neighbors and coworkers for creative action.

Several of the celebrations centered around timelines created by participants. The cover photos shows timelines in Chicago and Phoenix. These 'walls of wonder' are a fun

way to recall people and projects that provides a basis for reflection and the question, 'Where do we go next?' One of the important new directions growing out of ICA's anniversary celebration is a *leadership initiative*.

You can read more about how ICA USA is celebrating its 30th anniversary and learn more about ICA's courses, workshops and program initiatives online at [www.ica-usa.org](http://www.ica-usa.org).






### The Institute of Cultural Affairs

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### The Institute of Cultural Affairs • [www.ica-usa.org](http://www.ica-usa.org)

**Mission and Program** The mission of the Institute of Cultural Affairs in the USA (ICA) is to help individuals and families, organizations, and communities work together to build a just, hopeful, and sustainable society. ICA emphasizes the central role played by culture—the shared understandings, patterns, stories, and symbols—in working for the effectiveness and quality of life of individuals and groups at all levels of society. Through programs in the arenas of family literacy and early learning, life transition mentoring, facilitative leadership, organizational development, and community building, the Institute touches thousands of individuals across the United States each year. ICA staff and volunteers also offer program support and technical assistance to sister ICAs in nations overseas. The ICA was incorporated in 1973 as a 501(c)(3) tax-exempt organization and maintains offices across the USA.

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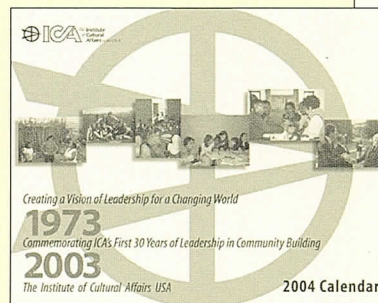
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## Two convenient ways to support the ICA ICA 2004 Commemorative Calendar

A few of ICA's 30th anniversary photo calendars are still available. The calendars cost \$30, \$25 of which is a tax-deductible contribution. Call 1-800-742-4032 or send your check, made out to ICA, to the ICA's Fulfillment Center at the Phoenix address to the left.



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