



**National Recreation
and Park Association**

22377 Belmont Ridge Road
Ashburn, VA 20148-4501
703.858.0784
Fax 703.858.0794
www.nrpa.org

Leadership Development

Parks and recreation is a field dependent on effective leadership—we lead and facilitate individual clients, colleagues, constituents, the public, oversight boards, and others. We do so in formal as well as informal settings. We engage in leadership behaviors through special events, staff training and individual and group programs. We are all leaders in various realms and at various times. Further, we serve as followers in similar roles; as followers our behaviors can enhance or diminish the leadership experience.

Becoming familiar with one's own leadership and followership abilities, limitations, and behavioral preferences enables an individual to make conscious and intentional choices about leadership actions, resulting in increased effectiveness with constituent groups. Excellence in leadership comes from self-awareness and self-understanding—a sense of consciousness about who we are, how we act, and how others perceive us.

NRPA's new 1 ½ day workshop is intended to offer the participants the opportunity to explore their leadership and followership tendencies and preferences, communication and conflict resolutions skills, and cultural competence. Following the 10 hours of workshop participation, participants will be able to:

1. Articulate the meaning and roles of intentional leadership and followership.
2. Identify their personal leadership behavioral preferences and styles.
3. Describe four primary leadership and followership styles, and identify their strengths and weaknesses.
4. Utilize group communication, facilitation, and mediation skills.
5. Explain the impact of various elements of diversity on communication, conflict resolution, and leadership.
6. Analyze and evaluate ethical dilemmas that affect leadership and followership roles and relationships.
7. Develop personal action plans for applying the principles of intentional leadership in their personal and professional lives.

The activity-based sessions will be presented in such a way as to enable participants to examine and develop their own leadership skills as well as learn techniques to use in helping others to further their leadership development. True learning occurs when individuals can put real life personal experiences into context and into practice. This workshop is geared toward using individual and small group activities as mediums to explore leadership and followership from a personal perspective. Through the activities learners will be aided in experiencing the meaning of intentional leadership and applying it to their work and lives.