**Masorti Europe Grundtvig Seminar 2012 – 2014**

**Dates & Venues &**

**Leadership Training Programme Outline**

Below is a table outlining the dates and venues of our Grundtvig sessions for 2012 - 2014. The overall topic of the Leadership Training programme is outlined next to each session.

Guidance will be given about the work to be done in between sessions in preparation for the following get-together and for sharing our learning with each other.

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|  | ***Session Dates*** | ***Host Community*** | ***Leadership Training Programme Topic*** |
| **1** | 9-11 November 2012 | Kol Nefesh Masorti Synagogue, Edgware, London, UK | **Training leaders on working with volunteers**How to engage volunteers and develop them as leaders by using a model of Jewish leadership based on the centrality of relationships. |
| **2** | 25-27 January 2013  | Judaïca, Marseille, France | **Sharing best practice**Continuation of session one. How to translate the leadership model into different community settings. Sharing best practice and peer-to-peer problem solving workshops. |
| **3** | 14-16 June 2013  | Chir Hadach, Brussels, Belgium | **Conducting effective one-to-one meetings**How to use one-to-one meetings to engage new members and volunteers, develop people as leaders, and strengthen your community. A practical workshop. |
| **4** | 11-13 October 2013 | St Albans Masorti Synagogue, St Albans, UK | **Strategy and planning**How to achieve your goals as a leader while strengthening relationships, influencing people, and building your community’s power to act.  |
| **5** | 24-26 January 2014 | Kehillat Aviv, Valencia, Spain | **Shaping our organisational agenda** How to achieve commitment and buy-in by enabling your members and leaders to set the community’s agenda based on the issues they really care about. |
| **6** | 9-11 May 2014 | Adath Shalom, Paris, France | **Dissemination – implementation**How to roll out this training by creating a leadership development plan for your community. |

**Relational Leadership**

**The golden rule of community leadership:**

Never do for others what they are

capable of doing for themselves –

*it demeans them and exhausts you.*

**Good leaders ...**

* Have followers
* Work through relationships, not status
* Put people before programme
* Put relationship before task
* Bring people on to engage in common action
* Work collectively, share power and develop new leaders
* Other:

**Relational Leadership**

* Introduce yourselves: names, where you are from.
* Read the text out loud together.
* Discuss the following questions together:
	+ Was it right of Jethro to criticise his son-in-law, Moses?
	+ What is difficult about Jethro’s advice?

**Shemot (Exodus) Chapter 18:13-27 / ספר שמות פרק יח יג-כז**

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| 13 Next day, Moses sat as magistrate among the people, while the people stood about Moses from morning until evening. 14 But when Moses' father-in-law saw how much he had to do for the people, he said, "What is this thing that you are doing to the people? Why do you act alone, while all the people stand about you from morning until evening?" 15 Moses replied to his father-in-law, "It is because the people come to me to inquire of God. 16 When they have a dispute, it comes before me, and I decide between one person and another, and I make known the laws and teachings of God." | **יג** וַיְהִי מִמָּחֳרָת וַיֵּשֶׁב מֹשֶׁה לִשְׁפֹּט אֶת-הָעָם וַיַּעֲמֹד הָעָם עַל-מֹשֶׁה מִן-הַבֹּקֶר עַד-הָעָרֶב.  **יד** וַיַּרְא חֹתֵן מֹשֶׁה אֵת כָּל-אֲשֶׁר-הוּא עֹשֶׂה לָעָם וַיֹּאמֶר מָה-הַדָּבָר הַזֶּה אֲשֶׁר אַתָּה עֹשֶׂה לָעָם מַדּוּעַ אַתָּה יוֹשֵׁב לְבַדֶּךָ וְכָל-הָעָם נִצָּב עָלֶיךָ מִן-בֹּקֶר עַד-עָרֶב.  **טו** וַיֹּאמֶר מֹשֶׁה לְחֹתְנוֹ  כִּי-יָבֹא אֵלַי הָעָם לִדְרֹשׁ אֱלֹהִים.  **טז** כִּי-יִהְיֶה לָהֶם דָּבָר בָּא אֵלַי וְשָׁפַטְתִּי בֵּין אִישׁ וּבֵין רֵעֵהוּ וְהוֹדַעְתִּי אֶת-חֻקֵּי הָאֱלֹהִים וְאֶת-תּוֹרֹתָיו.   |

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| 17 But Moses' father-in-law said to him, "The thing you are doing is not right; 18 you will surely wear yourself out, and these people as well. For the task is too heavy for you; you cannot do it alone. 19 Now listen to me. I will give you counsel, and God be with you! You represent the people before God: you bring the disputes before God, 20 and enjoin upon them the laws and the teachings, and make known to them the way they are to go and the practices they are to follow. 21 You shall also seek out from among all the people capable men who fear God, trustworthy men who spurn ill-gotten gain. Set these over them as chiefs of thousands, hundreds, fifties, and tens, and 22 let them judge the people at all times. Have them bring every major dispute to you, but let them decide every minor dispute themselves. Make it easier for yourself by letting them share the burden with you. 23 If you do this — and God so commands you — you will be able to bear up; and all these people too will go home unwearied."24Moses heeded his father-in-law and did just as he had said. 25 Moses chose capable men out of all Israel, and appointed them heads over the people — chiefs of thousands, hundreds, fifties, and tens; 26 and they judged the people at all times: the difficult matters they would bring to Moses, and all the minor matters they would decide themselves. 27 Then Moses bade his father-in-law farewell, and he went his way to his own land. | **יז** וַיֹּאמֶר חֹתֵן מֹשֶׁה אֵלָיו  לֹא-טוֹב הַדָּבָר אֲשֶׁר אַתָּה עֹשֶׂה.  **יח** נָבֹל תִּבֹּל גַּם-אַתָּה גַּם-הָעָם הַזֶּה אֲשֶׁר עִמָּךְ  כִּי-כָבֵד מִמְּךָ הַדָּבָר לֹא-תוּכַל עֲשֹׂהוּ לְבַדֶּךָ.  **יט** עַתָּה שְׁמַע בְּקֹלִי אִיעָצְךָ וִיהִי אֱלֹהִים עִמָּךְ הֱיֵה אַתָּה לָעָם מוּל הָאֱלֹהִים וְהֵבֵאתָ אַתָּה אֶת-הַדְּבָרִים אֶל-הָאֱלֹהִים.  **כ** וְהִזְהַרְתָּה אֶתְהֶם אֶת-הַחֻקִּים וְאֶת-הַתּוֹרֹת וְהוֹדַעְתָּ לָהֶם אֶת-הַדֶּרֶךְ יֵלְכוּ בָהּ וְאֶת-הַמַּעֲשֶׂה אֲשֶׁר יַעֲשׂוּן.  **כא** וְאַתָּה תֶחֱזֶה מִכָּל-הָעָם אַנְשֵׁי-חַיִל יִרְאֵי אֱלֹהִים אַנְשֵׁי אֱמֶת שֹׂנְאֵי בָצַע וְשַׂמְתָּ עֲלֵהֶם שָׂרֵי אֲלָפִים שָׂרֵי מֵאוֹת שָׂרֵי חֲמִשִּׁים וְשָׂרֵי עֲשָׂרֹת.  **כב** וְשָׁפְטוּ אֶת-הָעָם בְּכָל-עֵת וְהָיָה כָּל-הַדָּבָר הַגָּדֹל יָבִיאוּ אֵלֶיךָ וְכָל-הַדָּבָר הַקָּטֹן יִשְׁפְּטוּ-הֵם וְהָקֵל מֵעָלֶיךָ וְנָשְׂאוּ אִתָּךְ.  **כג** אִם אֶת-הַדָּבָר הַזֶּה תַּעֲשֶׂה וְצִוְּךָ אֱלֹהִים וְיָכָלְתָּ עֲמֹד וְגַם כָּל-הָעָם הַזֶּה עַל-מְקֹמוֹ יָבֹא בְשָׁלוֹם.  **כד** וַיִּשְׁמַע מֹשֶׁה לְקוֹל חֹתְנוֹ וַיַּעַשׂ כֹּל אֲשֶׁר אָמָר.  **כה** וַיִּבְחַר מֹשֶׁה אַנְשֵׁי-חַיִל מִכָּל-יִשְׂרָאֵל וַיִּתֵּן אֹתָם רָאשִׁים עַל-הָעָם שָׂרֵי אֲלָפִים שָׂרֵי מֵאוֹת שָׂרֵי חֲמִשִּׁים וְשָׂרֵי עֲשָׂרֹת.  **כו** וְשָׁפְטוּ אֶת-הָעָם בְּכָל-עֵת  אֶת-הַדָּבָר הַקָּשֶׁה יְבִיאוּן אֶל-מֹשֶׁה וְכָל-הַדָּבָר הַקָּטֹן יִשְׁפּוּטוּ הֵם.  **כז** וַיְשַׁלַּח מֹשֶׁה אֶת-חֹתְנוֹ וַיֵּלֶךְ לוֹ אֶל-אַרְצוֹ. |

**Sharing Best Practice**

**Homework Preparation**

For our next session, please prepare a **case study** describing an aspect of leadership development in your community. Your case study can be either a project that has already been implemented or a new initiative you would like to put into practice in the future.

You will have the chance to share your case study with the group. Each community will have 5 minutes to make a presentation.

Please use these questions as a guideline for preparing your case study:

1. Why did your community need the leadership development project? What was the challenge that the community faced?
2. What was your goal for the project? What did you want to happen?
3. What did you do? What methods did you use?
4. What was the outcome? What were the successes and setbacks?
5. What would you do differently next time?
6. Think about one person who was successfully developed and describe his/her journey (background, motivations, why he/she was chosen or came forward).