**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. |

**One-to-ones**

***The core practice of communal leadership***

* Mutual, two-way
* A conversation with intent
* The agenda is the other person
* Revealing self-interest
* Relationship before task/business
* Embrace tension
* An ‘ask’ – a commitment to (joint) action
* Be open to the outcome – no preconceived notions
* Other:

**One-to-ones**

* Introduce yourselves: names, where you are from
* Read the text out loud together, stopping to discuss any points of interest.
* Discuss the following questions together:
  + How did Moses talk God round?
  + Are you honest about your self-interest when you do one-to-ones?

**Shemot (Exodus) Chapter 32:1-14 / ספר שמות פרק לב א-יד**

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| 1 When the people saw that Moses was so long in coming down from the mountain, the people gathered against Aaron and said to him, "Come, make us a god who shall go before us, for that man Moses, who brought us from the land of Egypt — we do not know what has happened to him." 2 Aaron said to them, "Take off the gold rings that are on the ears of your wives, your sons, and your daughters, and bring them to me." 3 And all the people took off the gold rings that were in their ears and brought them to Aaron. 4 This he took from them and cast in a mold, and made it into a molten calf. And they exclaimed, "This is your god, O Israel, who brought you out of the land of Egypt!" 5 When Aaron saw this, he built an altar before it; and Aaron announced: "Tomorrow shall be a festival of the Lord!" 6 Early next day, the people offered up burnt offerings and brought sacrifices of well-being; they sat down to eat and drink, and then rose to dance. | **א** וַיַּרְא הָעָם כִּי-בֹשֵׁשׁ מֹשֶׁה לָרֶדֶת מִן-הָהָר וַיִּקָּהֵל הָעָם עַל-אַהֲרֹן וַיֹּאמְרוּ אֵלָיו קוּם עֲשֵׂה-לָנוּ אֱלֹהִים אֲשֶׁר יֵלְכוּ לְפָנֵינוּ כִּי-זֶה מֹשֶׁה הָאִישׁ אֲשֶׁר הֶעֱלָנוּ מֵאֶרֶץ מִצְרַיִם לֹא יָדַעְנוּ מֶה-הָיָה לוֹ.  **ב** וַיֹּאמֶר אֲלֵהֶם אַהֲרֹן פָּרְקוּ נִזְמֵי הַזָּהָב אֲשֶׁר בְּאָזְנֵי נְשֵׁיכֶם בְּנֵיכֶם וּבְנֹתֵיכֶם וְהָבִיאוּ אֵלָי.  **ג** וַיִּתְפָּרְקוּ כָּל-הָעָם אֶת-נִזְמֵי הַזָּהָב אֲשֶׁר בְּאָזְנֵיהֶם וַיָּבִיאוּ אֶל-אַהֲרֹן.  **ד** וַיִּקַּח מִיָּדָם וַיָּצַר אֹתוֹ בַּחֶרֶט וַיַּעֲשֵׂהוּ עֵגֶל מַסֵּכָה וַיֹּאמְרוּ אֵלֶּה אֱלֹהֶיךָ יִשְׂרָאֵל אֲשֶׁר הֶעֱלוּךָ מֵאֶרֶץ מִצְרָיִם.  **ה** וַיַּרְא אַהֲרֹן וַיִּבֶן מִזְבֵּחַ לְפָנָיו וַיִּקְרָא אַהֲרֹן וַיֹּאמַר חַג לַה' מָחָר.  **ו** וַיַּשְׁכִּימוּ מִמָּחֳרָת וַיַּעֲלוּ עֹלֹת וַיַּגִּשׁוּ שְׁלָמִים וַיֵּשֶׁב הָעָם לֶאֱכֹל וְשָׁתוֹ וַיָּקֻמוּ לְצַחֵק. |

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| 7 The Lord spoke to Moses, "Hurry down, for your people, whom you brought out of the land of Egypt, have acted basely. 8 They have been quick to turn aside from the way that I enjoined upon them. They have made themselves a molten calf and bowed low to it and sacrificed to it, saying: 'This is your god, O Israel, who brought you out of the land of Egypt!'"  9 The Lord further said to Moses, "I see that this is a stiffnecked people. 10 Now, let Me be, that My anger may blaze forth against them and that I may destroy them, and make of you a great nation." 11 But Moses implored the Lord his God, saying, "Let not Your anger, O Lord, blaze forth against Your people, whom You delivered from the land of Egypt with great power and with a mighty hand. 12 Let not the Egyptians say, 'It was with evil intent that He delivered them, only to kill them off in the mountains and annihilate them from the face of the earth.' Turn from Your blazing anger, and renounce the plan to punish Your people. 13 Remember Your servants, Abraham, Isaac, and Jacob, how You swore to them by Your Self and said to them: I will make your offspring as numerous as the stars of heaven, and I will give to your offspring this whole land of which I spoke, to possess forever." 14 And the Lord renounced the punishment He had planned to bring upon His people. | **ז** וַיְדַבֵּר ה’ אֶל-מֹשֶׁה  לֶךְ-רֵד כִּי שִׁחֵת עַמְּךָ אֲשֶׁר הֶעֱלֵיתָ מֵאֶרֶץ מִצְרָיִם.  **ח** סָרוּ מַהֵר מִן-הַדֶּרֶךְ אֲשֶׁר צִוִּיתִם עָשׂוּ לָהֶם עֵגֶל מַסֵּכָה וַיִּשְׁתַּחֲווּ-לוֹ וַיִּזְבְּחוּ-לוֹ וַיֹּאמְרוּ אֵלֶּה אֱלֹהֶיךָ יִשְׂרָאֵל אֲשֶׁר הֶעֱלוּךָ מֵאֶרֶץ מִצְרָיִם.    **ט** וַיֹּאמֶר ה’ אֶל-מֹשֶׁה  רָאִיתִי אֶת-הָעָם הַזֶּה וְהִנֵּה עַם-קְשֵׁה-עֹרֶף הוּא.  **י** וְעַתָּה הַנִּיחָה לִּי וְיִחַר-אַפִּי בָהֶם וַאֲכַלֵּם וְאֶעֱשֶׂה אוֹתְךָ לְגוֹי גָּדוֹל.  **יא** וַיְחַל מֹשֶׁה אֶת-פְּנֵי ה’ אֱלֹהָיו וַיֹּאמֶר לָמָה ה’ יֶחֱרֶה אַפְּךָ בְּעַמֶּךָ אֲשֶׁר הוֹצֵאתָ מֵאֶרֶץ מִצְרַיִם בְּכֹחַ גָּדוֹל וּבְיָד חֲזָקָה.  **יב** לָמָּה יֹאמְרוּ מִצְרַיִם לֵאמֹר בְּרָעָה הוֹצִיאָם לַהֲרֹג אֹתָם בֶּהָרִים וּלְכַלֹּתָם מֵעַל פְּנֵי הָאֲדָמָה שׁוּב מֵחֲרוֹן אַפֶּךָ וְהִנָּחֵם עַל-הָרָעָה לְעַמֶּךָ. **יג** זְכֹר לְאַבְרָהָם לְיִצְחָק וּלְיִשְׂרָאֵל עֲבָדֶיךָ אֲשֶׁר נִשְׁבַּעְתָּ לָהֶם בָּךְ וַתְּדַבֵּר אֲלֵהֶם אַרְבֶּה אֶת-זַרְעֲכֶם כְּכוֹכְבֵי הַשָּׁמָיִם וְכָל-הָאָרֶץ הַזֹּאת אֲשֶׁר אָמַרְתִּי אֶתֵּן לְזַרְעֲכֶם וְנָחֲלוּ לְעֹלָם.  **יד** וַיִּנָּחֶם ה’ עַל-הָרָעָה אֲשֶׁר דִּבֶּר לַעֲשׂוֹת לְעַמּוֹ. |

**One-to-ones: Homework Preparation**

Before our next session, please do **5 one-to-ones** with 5 different people in your community. You should plan to spend 45 minutes to 1 hour in each meeting.

If you wish, feel free to use this sheet to record your thoughts, experiences and questions about each one-to-one meeting. You will have the chance to report back and share your experiences with the group.

**Notes on 1-2-1s:**

1. Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2. Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

5. Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_