**Masorti Europe Leadership Training**

**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: A review**

***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 - *hevruta* study**

* 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:
  + What are God’s and Abraham’s goals in this 1-2-1 conversation?
  + What do they learn about each other?
  + How do they feel at the end of the conversation?

**Bereshit (Genesis) Chapter 18:17-33 / ספר בראשית פרק יח יז-לג**

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| 17 Now the Lord had said, "Shall I hide from Abraham what I am about to do, 18since Abraham is to become a great and populous nation and all the nations of the earth are to bless themselves by him? 19 For I have singled him out, that he may instruct his children and his posterity to keep the way of the Lord by doing what is just and right, in order that the Lord may bring about for Abraham what He has promised him." 20 Then the Lord said, "The outrage of Sodom and Gomorrah is so great, and their sin so grave! 21 I will go down to see whether they have acted altogether according to the outcry that has reached Me; if not, I will take note."  22 The men went on from there to Sodom, while Abraham remained standing before the Lord. 23 Abraham came forward and said, "Will You sweep away the innocent along with the guilty? 24 What if there should be fifty innocent within the city; will You then wipe out the place and not forgive it for the sake of the innocent fifty who are in it? 25 Far be it from You to do such a thing, to bring death upon the innocent as well as the guilty, so that innocent and guilty fare alike. Far be it from You! Shall not the Judge of all the earth deal justly?" 26 And the Lord answered, "If I find within the city of Sodom fifty innocent ones, I will forgive the whole place for their sake." 27 Abraham spoke up, saying, "Here I venture to speak to my Lord, I who am but dust and ashes: 28 What if the fifty innocent should lack five? Will You destroy the whole city for want of the five?" And He answered, "I will not destroy if I find forty-five there." 29 But he spoke to Him again, and said, "What if forty should be found there?" And He answered, "I will not do it, for the sake of the forty." 30 And he said, "Let not my Lord be angry if I go on: What if thirty should be found there?" And He answered, "I will not do it if I find thirty there." 31 And he said, "I venture again to speak to my Lord: What if twenty should be found there?" And He answered, "I will not destroy, for the sake of the twenty." 32 And he said, "Let not my Lord be angry if I speak but this last time: What if ten should be found there?" And He answered, "I will not destroy, for the sake of the ten."  33 When the Lord had finished speaking to Abraham, He departed; and Abraham returned to his place. | **יז** וַה’ אָמָר  הַמְכַסֶּה אֲנִי מֵאַבְרָהָם אֲשֶׁר אֲנִי עֹשֶׂה.  **יח** וְאַבְרָהָם הָיוֹ יִהְיֶה לְגוֹי גָּדוֹל וְעָצוּם וְנִבְרְכוּ-בוֹ כֹּל גּוֹיֵי הָאָרֶץ.  **יט** כִּי יְדַעְתִּיו לְמַעַן אֲשֶׁר יְצַוֶּה אֶת-בָּנָיו וְאֶת-בֵּיתוֹ אַחֲרָיו וְשָׁמְרוּ דֶּרֶךְ ה’ לַעֲשׂוֹת צְדָקָה וּמִשְׁפָּט לְמַעַן הָבִיא ה’ עַל-אַבְרָהָם אֵת אֲשֶׁר-דִּבֶּר עָלָיו.  **כ** וַיֹּאמֶר ה’ זַעֲקַת סְדֹם וַעֲמֹרָה כִּי-רָבָּה וְחַטָּאתָם כִּי כָבְדָה מְאֹד.  **כא** אֵרְדָה-נָּא וְאֶרְאֶה הַכְּצַעֲקָתָהּ הַבָּאָה אֵלַי עָשׂוּ כָּלָה וְאִם-לֹא אֵדָעָה.    **כב** וַיִּפְנוּ מִשָּׁם הָאֲנָשִׁים וַיֵּלְכוּ סְדֹמָה וְאַבְרָהָם עוֹדֶנּוּ עֹמֵד לִפְנֵי יְהוָה.  **כג** וַיִּגַּשׁ אַבְרָהָם וַיֹּאמַר  הַאַף תִּסְפֶּה צַדִּיק עִם-רָשָׁע.  **כד** אוּלַי יֵשׁ חֲמִשִּׁים צַדִּיקִם בְּתוֹךְ הָעִיר הַאַף תִּסְפֶּה וְלֹא-תִשָּׂא לַמָּקוֹם לְמַעַן חֲמִשִּׁים הַצַּדִּיקִם אֲשֶׁר בְּקִרְבָּהּ.  **כה** חָלִלָה לְּךָ מֵעֲשֹׂת כַּדָּבָר הַזֶּה לְהָמִית צַדִּיק עִם-רָשָׁע וְהָיָה כַצַּדִּיק כָּרָשָׁע חָלִלָה לָּךְ הֲשֹׁפֵט כָּל-הָאָרֶץ לֹא יַעֲשֶׂה מִשְׁפָּט.  **כו** וַיֹּאמֶר ה’ אִם-אֶמְצָא בִסְדֹם חֲמִשִּׁים צַדִּיקִם בְּתוֹךְ הָעִיר וְנָשָׂאתִי לְכָל-הַמָּקוֹם בַּעֲבוּרָם. **כז** וַיַּעַן אַבְרָהָם וַיֹּאמַר  הִנֵּה-נָא הוֹאַלְתִּי לְדַבֵּר אֶל-אֲדֹנָי וְאָנֹכִי עָפָר וָאֵפֶר.  **כח** אוּלַי יַחְסְרוּן חֲמִשִּׁים הַצַּדִּיקִם חֲמִשָּׁה הֲתַשְׁחִית בַּחֲמִשָּׁה אֶת-כָּל-הָעִיר וַיֹּאמֶר לֹא אַשְׁחִית אִם-אֶמְצָא שָׁם אַרְבָּעִים וַחֲמִשָּׁה. **כט** וַיֹּסֶף עוֹד לְדַבֵּר אֵלָיו וַיֹּאמַר אוּלַי יִמָּצְאוּן שָׁם אַרְבָּעִים וַיֹּאמֶר לֹא אֶעֱשֶׂה בַּעֲבוּר הָאַרְבָּעִים.  **ל**וַיֹּאמֶר אַל-נָא יִחַר לַאדֹנָי וַאֲדַבֵּרָה אוּלַי יִמָּצְאוּן שָׁם שְׁלֹשִׁים וַיֹּאמֶר לֹא אֶעֱשֶׂה אִם-אֶמְצָא שָׁם שְׁלֹשִׁים.  **לא** וַיֹּאמֶר הִנֵּה-נָא הוֹאַלְתִּי לְדַבֵּר אֶל-אֲדֹנָי אוּלַי יִמָּצְאוּן שָׁם עֶשְׂרִים וַיֹּאמֶר לֹא אַשְׁחִית בַּעֲבוּר הָעֶשְׂרִים.  **לב** וַיֹּאמֶר אַל-נָא יִחַר לַאדֹנָי וַאֲדַבְּרָה אַךְ-הַפַּעַם אוּלַי יִמָּצְאוּן שָׁם עֲשָׂרָה וַיֹּאמֶר לֹא אַשְׁחִית בַּעֲבוּר הָעֲשָׂרָה.    **לג** וַיֵּלֶךְ ה’ כַּאֲשֶׁר כִּלָּה לְדַבֵּר אֶל-אַבְרָהָם וְאַבְרָהָם שָׁב לִמְקֹמוֹ. |

**Listening Campaigns**

***What is a Listening Campaign?***

A Listening Campaign is a focused effort to build community and identify concerns and priorities in a specific neighborhood/workplace or organisation. It is accomplished through ‘one-on-one’ or small group meetings facilitated by leaders. These meetings ̶ also called ‘relational’ meetings ̶ are 45-minute to one-hour face-to-face conversations in which people share their own stories with each other, helping them better understand their ideas and concerns.

The outcome is a new relationship in which a group of people feel linked to each other and have identified common experiences and concerns. A Listening Campaign intends to identify the issues for members of the group, strengthen the connections between participants, and find and develop new leaders. Listening Campaigns often lead to the development of initiatives/campaigns/programmes that arise out of the common concerns.

A Listening Campaign can also help a group more clearly shape its vision and find out where it is now and where it is going in the future.

***How do you run a Listening Campaign?***

1. Identify the questions you want to ask. These will depend on the point of the campaign. The general aim is to get people to talk about how they experience life in their community, to identify the issues that they care about, and to suggest concerns that they would like the organisation to address as part of its public agenda.

Example of questions:

* What is the most significant thing happening in the lives of you and your family?
* What are your concerns about living and working in [the city where you live]?
* What would you most like to see changed?
* What do you think the community should be prioritising?

1. Identify small groups of 5-10 people who could be asked to meet for one hour, either in your community building, a workplace, a public space (pub, café, community centre) or someone’s home. This could be done by geography (where people live), family/friendship groups, age categories or availability.
2. Trained ‘listeners’ (trained in doing one-to-ones) should lead the discussion, ensuring that everyone introduces themselves (through doing ‘rounds’) and that the key questions are answered. But bear in mind that this is a conversation, not a survey. The point is simply to encourage people to talk, not to grill them.
3. A recorder should take notes. Model forms are included with the homework, which can be used to record participants’ views.
4. Results of the Listening Campaign should be collated and key conclusions produced. Where possible it would be good to take these conclusions back to a larger meeting of the group for comment and ratification. In some cases you will want the group to vote on their priorities from among the issues identified.

Source: *slw.povertyalliance.org/userfiles/files/****ListeningCampaign****Toolkit.doc*

**Listening Campaigns: Homework**

Before our next meeting in St Albans, we would like everyone to carry out a Listening Campaign in their community.

***Resources:***

* Training handouts on 1-2-1s and Listening Campaigns
* Forms on the following pages: Please feel free to adapt these forms for use in collecting and collating the results of your Listening Campaign.
* Form A: For recording one-to-one or group interviews
* Form B: For recording the results of one-to-one or group interviews
* Form C: For recording the interviewer’s reflections
* Please feel free to contact Matt, Liz or Dina if you have any questions.

***Homework outcome:***

Using what you have learned doing 1-2-1s and your Listening Campaign, write up a list of actions that you would like your community to implement.

This Action Plan will serve as the implementation project for working with volunteers in your community, a key focus for our learning.

Please be prepared to hand in your written report and to discuss its key points at our next meeting. See Form D for a sample style to use/adapt for your report.

**Form A: For recording one-to-one or group interviews**

|  |  |
| --- | --- |
| Leader name: | |
| Community: | Subgroup: |
| Interviewee(s): | |
| Contact information (if relevant): | |
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**Form B: For recording the results of one-to-one or group interviews**

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| --- | --- |
| Leader name: | Date: |
| Community: | Subgroup: |
| Interviewee(s): | |
| Contact information (if relevant): | |

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| --- | --- |
| **Key issues** (in order of importance): | A key campaign issue? |
| 1. | Y / N / Don’t know |
| 2. | Y / N / Don’t know |
| 3. | Y / N / Don’t know |
| 4. | Y / N / Don’t know |
| 5. | Y / N / Don’t know |
| 6. | Y / N / Don’t know |

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| Any direct quotes: |
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**Form C: For recording the interviewer’s reflections**

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| Interviewer’s reflections Did you feel moved by the stories you were told? Should the community’s decision makers hear them directly?  Did you think this person/group will act on the issues raised by the Listening Campaign?  How much difference do you think action on the issue with the highest priority would make to the life/lives of the person/people interviewed? |
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**Form D: Action Plan – Implementing the Results of Our Listening Campaign**

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| --- | --- | --- | --- |
| **Community:** | | | |
| **Name(s):** | | | |
| **Key Actions & Implementation** (in order of importance): | | | |
| **Action** | **Who?** | **How?** | **When?** |
| 1. |  |  |  |
| 2. |  |  |  |
| 3. |  |  |  |
| 4. |  |  |  |
| 5. |  |  |  |