



Hyderabad October 2022 Saturday



In Collaboration With

Learn to lead and influence... using the power of your own story.

What is Leading With Pride?

Leading With Pride (LWP) is a comprehensive leadership development program for LGBTQIA professionals, activists, and allies. It is focused on empowering your authentic self while you help and empower others, simultaneously, completing a project related to your desired change for the world. LWP helps you use your life story to find your inner strengths, motivation, goals, and inspiration. You will develop interpersonal relationships, influence, and change leadership skills. Simply, you will use your personal story and strengths to lead the change you want to make the most in your world. You, along with your peers, families, and organizations will recognize your growth through gaining confidence, resiliency, relationship building, and positive change leadership. There is a 10000 INR fee to participate in the program which will be refunded in full when you complete your project and certification. Thoughtworks (<https://www.thoughtworks.com/en-in>), in collaboration with Leading With Pride, has made this session possible with the help of our community partner MIST Foundation (<https://lgbtq.co.in>).

What are the core themes?

Know your <u>Change Passion</u>; use what drives you	
Know where you're coming from:	No one can lead your Change Passion as you can.
Know what is in it for others:	Connect people with your vision
Create the vision for others:	Communicate what, where, when, why, and how.
Have a <u>Strong Sense of Self</u>; embrace the unique value of who you are	
Use your past:	Your past helps define you and enables you.
Value your uniqueness:	Because of your uniqueness, you have a valuable point of view.
Be authentic:	Develop and embrace your values.
Be <u>Aggressively Curious</u>; seek the bigger vision and what drives behaviours	
Solve for engagement with others:	People will help you get good things done and enrich your life.
Seek diverse ideas:	Diversity is key to great decisions
Seek and try new tools/approaches:	Crave more understanding
Build a <u>Bias for Bold Action</u>; constantly work to get good stuff done	
Have a bias for empowerment:	Choose the empowering action.
Take a thoughtful risk:	Safety is an illusion
Challenge every blocker:	Find the possibilities

What is it like to be part of the program?

Leading With Pride holds classwork over a six-week period launching on Saturday 15th October 2022. You'll work online each week understanding principles and self-reflecting using assignments and self-assessments as well as group sharing. You will spend 6 to 8 hours each week working on the homework. Your group of five to ten peers will be going through the program together. You will be connected to your group in an online chat as you work through the assignments during the week and meet on Saturdays for sharing, review, and discussion. Some of the sharing and reflection can be personal and the highest level of confidentiality is expected. Three of the Saturday sessions will be virtual and three will be in person at the Thoughtworks facility.

Towards the end of the six-week coursework period, you will finalize your goals for a certification project related to the change you want most for the world (your "Passion"). You will also be connected to a mentor (a leader from Publicis Sapient). Over the next five to six months, you will lead the project to its completion. Your mentor will be your coach. You will find and motivate the people you need to help using the tools and principles you have learned. You will report your project progress to your group or "pod" once monthly in a virtual meeting. You will complete your certification by completing your project and a few short tasks related to your LWP learning and development. On Saturday, 13 May 2023, you, along with your pod, will meet in person to receive and celebrate your certifications.

What must I do to participate:

1. **Complete the short application** at leadingwithpride.com. In the application, you will be expected to tell us about what you want to change most in the world and a little bit about yourself. We also ask for your social media links and contact information. Once we get this information, we will work with you to answer your questions and get you set up for success in the program. You are expected to deposit your 10000 INR fee in this step. (Note: there are a very limited number of opportunities for individuals who struggle to pay the 10000 INR to receive loans. There are additional forms and process steps to qualify for this program. Participants are highly encouraged to self-fund through their own resources or with the help of friends and family.)
2. You will be sent an email notifying you that you have been accepted and can return to the website to **complete an online profile**. In the profile, you will need to provide some additional information about yourself and provide us with the contact information for a person that will assess your progress. We will call them "your assessor". This should be a person that knows you are taking this program and can fill out a short survey about your leadership skills. They can be a supervisor, friend or another associate that sees or talks with you often enough to see how you act. We use this information to objectively measure the effectiveness of the program. We will send them (and you) a survey three times; when you start the program, when you complete the coursework, and just before your certification. You should feel comfortable following up with them to ensure they have completed their survey at the correct time. Check our website for additional information on the assessor role.
3. After completing your profile, you can **begin the coursework** using the website tools and modules. You will be given four to six modules each week that you will need to complete prior to the **Saturday session**. Plan on six to eight hours of dedicated time and focus on completing your coursework each week. Coursework will involve reading in-depth material, watching videos, and completing quizzes and exercises, some of which will ask you to reflect on your life experiences. The work is designed to be intensive and cover a lot of important, sometimes new, and complex topics. You will need to plan time each day to work on completing the content and assignments.
4. In addition to the coursework, your group will meet each **Saturday**. **The Virtual Saturday sessions (using zoom) will start at 9:00 a.m. and finish at 5:30 p.m. with a two-hour break for Lunch**. The in-person session will be at the **Thoughtworks** facility starting at 9:00 a.m. and ending at 6:00 p.m. Lunch will be provided. You are required to **attend six sessions** fully prepared. Virtual sessions must be attended from a quiet, private place with strong and stable internet.
5. After completing the coursework, you will **focus on your project** work. Your mentor will coach you and the Leading With Pride staff will be available to provide additional guidance and help resolve problems. Once each month, there will be an online meeting with your group where you will report progress on your project. Additionally, you will be connected to people that have completed the Leading With Pride program and you can also reach out to them for ideas and support.
6. At the end of the project period, you will be expected to **complete your certification** by showing evidence of your project completion as well as some simple examples of how you have applied what you learned. The certification celebration in May is planned to be in person at the Thoughtworks facility.

What is the workshop schedule?

Thoughtworks Batch October- December 2022		
Batch starts		Saturday, 15th October
Virtual Launch	6:00 p.m. to 8:00 p.m.	Saturday, 15 October
	Deepavali Celebrations	
Virtual Sharing Session	9:00 a.m. to 12:00 noon 2:00 p.m. to 5:30 p.m.	Saturday, 29 October
Virtual Sharing Session	9:00 a.m. to 12:00 noon 2:00 p.m. to 5:30 p.m.	Saturday, 5 November
Virtual Sharing Session	9:00 a.m. to 12:00 noon 2:00 p.m. to 5:30 p.m.	Saturday, 12 November
In-person Sharing Session	9:00 a.m. to 6:00 p.m. Lunch Provided	Saturday, 19 November
In-person Sharing Session	9:00 a.m. to 6:00 p.m. Lunch Provided	Saturday, 26 November
In-person Sharing Session	9:00 a.m. to 8:00 p.m.	Saturday, 03 December

	Lunch and Dinner Provided	
Virtual Project Progress Sharing	5:00 p.m. to 6:30 p.m.	Saturday, 7 January 2023
Virtual Project Progress Sharing	5:00 p.m. to 6:30 p.m.	Saturday, 11 February 2023
Virtual Project Progress Sharing	5:00 p.m. to 6:30 p.m.	Saturday, 11 March 2023
Virtual Project Progress Sharing	5:00 p.m. to 6:30 p.m.	Saturday, 08 April 2023
In-Person Certification Celebration Mentors Invited	2:00 p.m. to 9:00 p.m. Dinner Provided	Saturday, 13 May 2023