

Hyderabad Oct - Dec '23

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 of 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 commitment fee of INR 10,000 to participate in the program which will be refunded upon certification. Leading With Pride with Thoughtworks, has made this session possible with the help of our community partner MIST (<https://lgbtq.co.in>).

What are the core themes?

| Use Passion | |
|------------------------------------|---|
| Drive Change | No one can lead the change you want to see like you can. |
| Protect Only What Needs Protection | Keep your jungle brain in check. |
| Find Joy In Daily Tasks | When you seek joy, you find it. |
| Be Resilient | Look at your journey line. |
| Be Your Best You | |
| Be Authentic | You are great as you are. You do not need to hide, protect, or inflate. |
| Find Unique Value | Use your liminality |
| Bounce back Stronger | Look at your journey line |
| Build Relationships | Connect with your team and other people |
| Be Constructively Curious | |
| Fully Informed Decisions | Seek diverse viewpoints |
| Go Beyond Barriers | Stability is boring |
| Look For The Big Picture | Understand any Ecosystem |
| Find Out Why | Query is much more powerful than advocacy (You're Queer, remember) |
| Act Boldly | |
| Make Clear and Timely Decisions | You have to decide before any one can do anything useful |
| Take Thoughtful Risk | There is no such thing as safety |
| Get To The Action and Get It Done | What matters is what gets done. |
| Empower | What matters more is getting more stuff done faster. |

What is it like to be part of the program?

Leading With Pride holds classwork over a six-week period, launching on Sunday 08 October, 2023. You'll work online each week to understand principles and self-reflecting using assignments and self-assessments as well as group sharing. You will spend 5 to 7 hours each week on reading modules and exercises. 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 Sundays 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 Sunday sessions will be virtual and three will be in person at the Thoughtworks facility, Hyderabad.

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 from Thoughtworks. 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 Friday, 5th April, 2024, you, along with your pod, will meet in person to receive and celebrate your certifications.

What do participants get out of the program?

| Direct benefits: |
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| <ul style="list-style-type: none"> ● <i>Clifton Strengths Report ~ \$60 (4800 INR approx)</i> |
| <ul style="list-style-type: none"> ● <i>InColor Insight Report ~\$150 (12000 INR approx)</i> |
| <ul style="list-style-type: none"> ● <i>GlobeSmart Cultural Assessment Report ~\$65 (5400 INR approx)</i> |
| <ul style="list-style-type: none"> ● <i>Lifetime access to Journey line and PMOTS Stories for ongoing Journaling.</i> |
| <ul style="list-style-type: none"> ● <i>Lifetime access to online tools (Ikigai, Pride Vision, etc.) (12 tools)</i> |
| <ul style="list-style-type: none"> ● <i>Lifetime access to content for continued development.</i> |
| <ul style="list-style-type: none"> ● <i>Visibility with Corporate Sponsor for potential employment</i> |
| <ul style="list-style-type: none"> ● <i>Inclusion in the LWP Fellows Network of over 100 LGBTQIA leaders</i> |
| <ul style="list-style-type: none"> ● <i>Lifetime connection with your fellow participants (pod)</i> |

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 a fully refundable commitment fee of INR 10000. (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.

- 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 **Sunday session**. Plan on five to seven 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.
- In addition to the coursework, your group will meet each **Sunday**. The **Virtual 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 sessions** will be at an Thoughtworks facility, Hyderabad to be disclosed soon, 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.
- After completing the coursework, you will ***focus on your project*** work. You will pitch your project idea to your mentor and assessor. 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.
- Being halfway through your project and mentor-mentee journey, there will be a ***joint dinner at a restaurant***, where you can get to know your mentors better and network well.
- 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 January, next year is planned to be in person at a venue in Hyderabad.

What is the workshop schedule?

| Hyderabad (Fall/Autumn)-2023-24 | | | |
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| Event | Date | Time | Details |
| Launch | Sun, 8 October | 6:00 p.m. to 7:30 p.m. | Zoom |
| Virtual 1 | Sun, 15 October | 9:00 a.m. to 5:00 p.m. | Zoom with 2-hour lunch break |
| Virtual 2 | *Sun, 29 October | 9:00 a.m. to 5:00 p.m. | Zoom with 2-hour lunch break |
| Virtual 3 | Sun, 5 November | 9:00 a.m. to 5:00 p.m. | Zoom with 2-hour lunch break |
| On-site 1 | *Sun, 19 November | 9:00 a.m. to 5:30 p.m. | Thoughtworks Venue – Transportation provided Breakfast, Lunch Provided |
| Mentor Online Modules | Start date: 10 Nov | End date: 20 Nov | – |
| On-site 2 | Sun, 26 November | 9:00 a.m. to 5:30 p.m. | Thoughtworks Venue – Transportation provided Breakfast, Lunch Provided |
| Mentor Live Training (tentative) | Fri, 1 December | 2:00 p.m. to 3:30 p.m. | Thoughtworks Venue |
| On-site 3 | Sun, 3 December | 9:00 a.m. to 5:30 p.m. Dinner 6:00 p.m. to 8:30 p.m. | Thoughtworks Venue – Transportation, Breakfast, Lunch Provided Mentors and Participants attend the Dinner Dinner Venue TBD |
| Project Pitch to Mentors & Assessors | Fri, 15 December | 6:00 to 7:00 p.m. | Zoom |
| Virtual Project Review 1 | Fri 5 Jan '24 | 6:00 to 7:00 p.m. | Zoom |

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| Mentor/Participant High-tea/ Dinner & Project Review 2 | Fri 16 February '24 | 7:00 to 9:00 p.m. | Venue TBD High-tea or Dinner Provided Mentors and Participants attend |
| Virtual Project Review 3 | Fri 08 March '24 | 6:00 to 7:00 p.m. | Zoom |
| Certification | Fri, 05 April '24 | 6:00 to 9:30 p.m. | Venue TBD Mentors and Participants attend |
| <i>* Prior week skipped due to holiday observance</i> | | | |