



Making leadership a part of every student's education...

105 Chauncy Street, Suite 300
Boston, MA 02111
Telephone 617-695-2439
Fax 617-695-2435
team@envisionleadership.com

PROGRAMS & SERVICES.....ii

EnVision Leadership has developed and fine-tuned leadership education opportunities that are among the most innovative and adaptive in the country. Learn about the formats we offer: **Competency workshops, one- to two-day retreats, three-day camps, coach training, and curriculum consultation and development.**

BENEFITS OF LEADERSHIP EDUCATION.....iv

Building on its training at an internationally renowned institution in leadership education, EnVision Leadership has created curriculum that enables students of all ages to realize and manifest their leadership potential. Discover why you should invest in leadership education.

CURRICULUM OUTLINE.....v

Preview the core competencies highlighted in leadership workshops.

CLIENT SPOTLIGHT.....vi

What are the impacts of EnVision's workshops? Hear from past participants.

THE ENVISION LEADERSHIP TEAM.....viii

Become acquainted with the founders, staff, Board and advisors of EnVision Leadership.

GET INVOLVED.....xiii

Find out how you can be part of EnVision Leadership's growing team of volunteers, partners, contributors, and advisors.



PROGRAMS & SERVICES

“After the EnVision Leadership program and camp, the students were infused with a newfound understanding of and passion for facilitating positive change within our community. The EnVision team's ability to relate and connect to the students allowed all of our participants to feel comfortable expressing themselves in an environment of support and trust. After the leadership camp, word spread so quickly about our high school service club and nearly 200 students showed up for our first meeting of the school year!”

Kristen Alexander
Program Director, New Generations
Barrington, Illinois

EnVision Leadership offers its expertise in developing and implementing leadership education in a number of different settings and contexts, from camps and workshops for students aged K-12 to permanent in-house programs for organizations.

Recognizing a void in character-based leadership education for K-12 students, EnVision Leadership has developed services in a variety of formats designed specifically for youth. These sessions are fun, interactive learning experiences that challenge and inspire students to recognize their own leadership potential. Participants are empowered through engaging activities such as team challenges, problem-solving exercises, skits, games, videos, case studies, debates, and discussions. EnVision Leadership's objective for each program is to instill an understanding of leadership as a process and to provide leadership skills to put this understanding into action.

EnVision Leadership tailors its programs to meet the needs of a wide variety of clients, including:

- Middle/High School/College Students
- Fraternities and Sororities
- Student Governments
- Sports Teams
- Coaches
- Parents
- Teachers
- Businesses
- Nonprofits
- Volunteers



Competency Workshops

Competency Workshops that develop specific leadership skills are the building blocks of EnVision programs. These one- to three-hour concentrated sessions are offered independently, or can be integrated into other formats. Workshops empower participants in any of the key leadership competencies listed below and can be adapted to accommodate a range of venues including conferences, camps, retreats, after-school programs, and orientations.

Workshop topics include:

- Leading with Character
- Communication and Public Speaking
- Inclusiveness
- Leading Change
- Leadership as a Team Process
- Service & Community
- Self-Awareness & Emotional Intelligence
- Innovation and Creativity
- Vision Statements & Goal Setting

One- to Two- Day Retreats

EnVision Leadership facilitates one- to two-day retreats that strengthen group dynamics and instill the value of leadership as a team process. EnVision Leadership collaborates with clients to identify and accomplish goals for the retreat.

Three-Day Camps

EnVision Leadership provides programming for a three-day camp that combines leadership training with mentorship, as high school students are trained as leadership coaches and assist in facilitating a three-day experience for middle school students. Camp participants create a lasting communal impact by carrying out “leadership in action” projects that benefit the community.

Leadership Coach Training (Students, Parents, Teachers, Educators, Volunteers)

EnVision Leadership trains mentors to become effective resources for youth leadership development.

Curriculum Consultation & Development

EnVision Leadership offers its expertise in curriculum development and implementation to organizations seeking to create or revise a leadership education program. EnVision Leadership collaborates with the organization at all stages of development, including program review, needs assessment, surveys, pilot programs, evaluation, facilitator training, implementation, and program maintenance. EnVision Leadership believes that the positive impact of leadership education results from programs that are **sustainable, interactive**, and cognizant of linking **leadership outcomes** to the organization’s **program objectives**.



THE BENEFITS OF LEADERSHIP EDUCATION

Founded in 2000 by graduates of the Jepson School of Leadership Studies at the University of Richmond, EnVision Leadership offers interactive programs in leadership education to a wide range of participants, including middle and high school students, college students, international students, volunteers, and both members and employees of organizations. Through its unique, activity-based programs and curricula, EnVision Leadership imparts a strong sense of responsibility and develops character in students so that they are better prepared to lead in a variety of contexts. EnVision Leadership is a 501 (c) 3 non-profit organization based in Boston, Massachusetts.

EnVision Leadership is aligned with the Jepson School of Leadership Studies in recognizing that students participating in leadership education can achieve the following results:

- Improve academic performance
- Build a sense of self-confidence and optimism for the future
- Think critically and creatively
- Identify and imaginatively solve problems
- Approach tasks and goals with motivation and a clear plan for action
- Appreciate diversity and respect the beliefs and ideas of others
- Realize the benefits of collaboration to achieve change
- Understand their civic responsibility to serve society

What makes EnVision Leadership unique?

- Inclusive programs that capitalize on each participant's strengths
- Programs that are designed with achievable outcomes for a sustainable impact
- Curricula that is based on research from internationally renowned leadership scholars

EnVision Leadership Believes:

- Students of all ages can develop leadership skills
- Leadership is a team process
- Service and character are at the heart of leadership
- Celebrating diversity enhances personal and team development
- Research and collaboration drive solid programs
- Sustained leadership programming builds stronger communities



CURRICULUM OUTLINE

<i>Leadership Skills</i>	<i>Curriculum Topics</i>
Self-Awareness	<ul style="list-style-type: none"> ➤ What is Leadership? ➤ Leadership and the Self ➤ Personal Change ➤ Emotional Intelligence
Communication	<ul style="list-style-type: none"> ➤ Group Communication ➤ Interpersonal Skills
Ethics & Responsibility	<ul style="list-style-type: none"> ➤ Character Development ➤ Ethics and Leadership ➤ Values Assessment
Motivation	<ul style="list-style-type: none"> ➤ Self-Motivation ➤ Team Motivation and Dynamics
Decision-Making	<ul style="list-style-type: none"> ➤ Critical Thinking ➤ Problem Solving ➤ Leadership In Contexts
Teamwork & Collaboration	<ul style="list-style-type: none"> ➤ Celebrating Diversity ➤ Group Process ➤ Community-Building ➤ Conflict Resolution
Planning & Goal Setting	<ul style="list-style-type: none"> ➤ Goal-Setting ➤ Leading Change Process
Vision & Mission	<ul style="list-style-type: none"> ➤ Personal/Organizational Vision Statements ➤ Personal/Organizational Mission Statements
Service & Community	<ul style="list-style-type: none"> ➤ Servant Leadership ➤ Service Learning ➤ Community-Mapping ➤ Community-based Change



CLIENT SPOTLIGHT

EnVision Leadership has affected thousands of youth and adults through development workshops and training sessions across the United States and internationally. Students are eager to update the EnVision team on their progress and new challenges, and we receive letters and phone calls on a regular basis. Learn about EnVision's impact from what students themselves have had to say.

AMERICORPS CONFERENCE

EnVision Leadership conducted a **competency workshop** in team vision setting, leading change, and community building for a group of AmeriCorps Promise Fellows at a national conference in February 2002 in Orlando, FL for the National Association of Community Health Centers.

"The integrated nature of the workshop allowed us to recognize our individual talents and strengths, and allowed us to work together as a team. Hopefully we will continue to work together as a team, even though we are spread across the country. The leadership training that your organization provides can be applied to so many situations."

Erika Eaton
AmeriCorps Promise Fellow

SUMMER INSTITUTE ON LEADERSHIP AND PUBLIC SERVICE

In 2000 and 2001 EnVision Leadership trained high school seniors from Richmond, VA in a **three-day series of competency workshops**. Participants cultivated leadership skills that they were then able to apply to their experience in the Summer Institute's program. In the first year of the program, the students applied their training through the organization of a Community Housing Fair that helped identify ways to revitalize neighborhoods in the city. In the second year, as leadership coaches themselves, students channeled their energy and ideas to create recommendations to the City of Richmond to address the issue of youth at risk.

"The fifteen student participants in my program thoroughly enjoyed the three days spent with you and each and every one learned so much about so many different aspects of leadership. Your training made them realize this potential in themselves and set them on a course of being ethical, effective leaders."

MacKay Morris Boyer
Director, Summer Institute on
Leadership and Public Service



RADNOR SUMMER LEADERSHIP CAMP

EnVision leadership designed and implemented a township-wide **leadership camp** for fifty middle school students in 2001. The EnVision team engaged students in teamwork and service-oriented leadership. In 2002 EnVision Leadership trained a team of eight high school students to serve as **leadership coaches** for over fifty students.

“I think it’s good interacting with younger kids. We have a lot to share with them because we’ve been there before and we realize how hard it is to be their age. This camp shows them how to be a leader and how to make a difference in their community.”

Leadership Coach
Radnor High School

SCHOOL OF THE HOLY CHILD RETREAT

EnVision Leadership coached student government leaders, sports captains, and student advisors in a **one-and-a-half-day retreat**. Leadership competencies addressed included: Self-Awareness, Communication, Vision, Teamwork, and Service and Community.

“Leaders should lead by example, and earn the respect of other people rather than just their obedience. Leaders have to make sure that everyone in a group participates.”

Participant
School of the Holy Child

UNIVERSITY HIGH SCHOOL

As part of Action for Boston Community Development, University High School is an alternative educational program that serves students from across the city. EnVision leadership partnered with University High School to offer students a **weekly course** in leadership competencies during fall 2001 and spring 2002.

“My views on leadership have changed, I was able to receive a more clear understanding of the term and the process. I view myself as a leader because I make choices for myself and I also try to spread love and motivation, to help others. I feel more capable because I am able to get through to people, and they make me understand that they hear what I’m trying to say.”

Participant
University High School



ENVISION LEADERSHIP FOUNDING TEAM AND BOARD OF DIRECTORS

EnVision Leadership's founding team members developed their expertise at the University of Richmond's Jepson School of Leadership Studies. Building on this foundation, EnVision has culled the talents of leaders in education, business, the non-profit sector, as well as professionals in development and programming, to create a diverse and dynamic team dedicated to advancing the vision of the organization.

Kirsten Cavallo-Kalemba

Current Position: Human Resource Representative at Equities Division of Citigroup Corporate Investment Bank in New York City

EnVision Roles: Co-founder of EnVision Leadership and member of the Board of Directors

Kirsten's motivation for sharing leadership education with students stems from her love for teamwork, collaboration and mentorship. Her various collegiate athletic and academic leadership experiences have inspired Kirsten to share her commitment to create positive learning environments for all students. In addition to facilitating workshops, Kirsten has expertise in research analysis and office administration. Prior to working in New York, Kirsten worked for Catholic Charities Archdiocese of Boston as a Human Resource Representative. She believes in the power of community service and while in Boston, volunteered for the Horizons Initiative. Kirsten has a BA in Leadership Studies with a minor in business and women's studies from the University of Richmond.

Karen Domerski

Current Position: Manager of National Service Programs at Jumpstart

EnVision Role: member of the Board of Directors

Karen Domerski has been in the National Service field for three years. After graduating from Vermont Law School in 2001, she worked at City Year in their Boston office as the Government Relations Manager. Thereafter, she did consulting and contracting work for the Massachusetts Service Alliance, and in March of 2005 began working at Jumpstart. She enjoys spending time with family and friends, and completed the NYC marathon in November of this past year.

Elizabeth Hopfinger -Thompson

Current Position: Project Manager at Asia Tsunami-International Programs Group

EnVision Role: Co-Founder of EnVision Leadership

Inspired by her education at the University of Richmond's Jepson School of Leadership Studies, Elizabeth is committed to forging social change by creating opportunities for people to become empowered through leadership education that emphasizes sustainable, community-based outcomes. Elizabeth is an inspiring teacher who works and volunteers for a number of charities serving persons with disabilities. Elizabeth graduated from the University of Richmond with a BA in Leadership



Studies and Speech Communications, with a minor in Women's Studies. She currently works for World Vision based out of Washington D.C.

Tyler L. Lewis

Current Position: Placement Associate at Carney, Sandoe & Associates

EnVision Role: member of the Board of Directors

After a number of years working in a variety of teaching and administrative roles at Blair Academy, a boarding school in New Jersey, Tyler attended the Harvard Graduate School of Education and earned his master's degree in leadership. For the past four years, Tyler has been working as an educational consultant to k-12 independent and charter schools throughout the U.S.

Kristin A. Moul

Current Position: Northeastern University student

EnVision Roles: 2004 Agents of Change Program Director, member of the Board of Directors and Treasurer

Kristin launched the Agents of Change program with the EnVision Leadership team in the summer of 2004. She joined EnVision with a passion for building stronger communities, starting with Boston. Having served as a Boston City Year Corps Member, Kristin became interested in social justice issues and its effect on the equality of education in urban areas. However, her service career started when she became interested in the worldwide need for adequate housing and founded a Habitat for Humanity Campus Chapter at her boarding high school to educate her own community. She also co-led another service organization that focused on metro Detroit needs in various facets. Currently, Kristin will graduate in the summer of 2006 from Northeastern University with a double major in international affairs and human services. She also serves on the City Year Alumni Advisory Board, is the recipient of the Cranbrook Kingswood School George Booth and Mary Jane Palmer Awards, the Bloomfield Youth Guidance "Outstanding Citizen Award" and was a 2005 Harry S. Truman Scholar Finalist.

Kelli Neumeyer

Current Position: Executive Director of EnVision Leadership

Kelli Neumeyer is the newly named Executive Director of EnVision Leadership. Kelli's deep belief in the power of young people to make a positive impact on their communities makes her a strong advocate for youth leadership and for youth taking action on community issues. Prior to her work at EnVision, Kelli managed all aspects of the youth programming department at the YWCA of Cambridge. There, she was able to express one of her greatest passions, empowering young women to advocate for themselves and become leaders in their communities. She revitalized the department by developing and implementing six new programs for girls ages 8-18 and numerous community events on topics ranging from teen economic empowerment to leadership and advocacy. Before relocating to Boston, she worked at the United Way in College Station, TX where she directed an information and referral program that connects people in need with the appropriate



human services in their area. While at United way, Kelli was involved in program development, community outreach, disaster planning and co-founded a Christmas toy drive that serves over 300 children annually. In her role as Executive Director of EnVision Leadership, Kelli looks forward to growing the organization and its capacity to work with schools and communities to build inclusive leadership programming that will be accessible to all students. Kelli holds a B.A. in Speech Communications and Public Relations from Texas A&M University.

Dumisani Nyoni

Current Position: Director of Zimele Institute

EnVision Role: member of the Board of Directors

Dumisani Nyoni is a graduate of Cambridge College with a degree in Organizational Psychology and Management. He has worked with a number of international organizations such as at the Youth Employment Summit Campaign at the Education Development Center in Newton, MA., the Earth Charter Initiative headquartered in San Jose, Costa Rica and Pioneers of Change, a global network of social entrepreneurs in over 70 countries. Dumisani is also part of the executive team of the Sweet Mother Tour project working to create a global movement focused on changing the perceptions of Africa and African people in the media globally with the intention of making an impact on economic and social development in Africa. He also serves on the boards of directors and as an advisor to several organizations such as TakingITGlobal, Eco-Ventures International and the Global Youth ACTION Network. Dumisani recently relocated to Zimbabwe to work in rural development with the Organization of Rural Associations for Progress (ORAP) as the director of the Zimele Institute, which is one of the institutions within ORAP. Dumisani also enjoys music, writing, and informed discussions on a wide range of issues.

John Renehan

Current Position: MBA Candidate and Park Fellow at Cornell University

EnVision Roles: Co-Founder of EnVision Leadership, former Executive Director, Current Chairman of the Board of Directors

As executive director of EnVision Leadership for five years, John is committed to building a stronger global community through leadership education. John believes that students of all ages and backgrounds deserve opportunities to develop their leadership ability and strives to continually expand the organization's outreach. John is founder of Youth Mentors and a member of the Francis Ouimet Scholarship Fund, Pioneers for Change, and the International Leadership Association. He tutors at-risk youth as a volunteer for Reaching for Higher Ground Tutoring program. John graduated from the University of Richmond with a BA in Leadership Studies and a minor in business and is now pursuing his MBA at Cornell University in Ithaca, New York. He currently serves as the Chairman of the Board of Directors.



Yinnette Sanó

Current Position: Posse Trainer at The Posse Foundation

EnVision Roles: member of the Board of Directors

Yinnette is a recent graduate of Bryn Mawr College and holds a degree in Anthropology and Spanish Literature. While at Bryn Mawr, she gained a great deal of facilitation experience as a result of working with different cultural groups, the Multicultural Center, the admissions office, and being a Posse Scholar on campus. Last summer she worked with the EnVision Leadership team as a Leadership Coach and also completed a Posse Internship with the New England Board of Higher Education as the Excellence Through Diversity Program Coordinator. Yinnette currently works for the Boston Posse office as a Program Trainer and works with students headed to or on the Bryn Mawr and Denison campuses.

Jeff Thompson

Current Position: Wexler & Walker Public Policy Associates

EnVision Roles: Co-Founder of EnVision Leadership

Realizing the tremendous impact of leadership education on his own life, Jeff was inspired to start EnVision Leadership in order to offer others the same opportunity. Jeff's work for EnVision Leadership includes coaching, program development, and marketing. Prior to co-founding EnVision Leadership, Jeff worked as an intern in the United States Senate and with a marketing firm in London, UK. Jeff graduated from the University of Richmond with a BA in Leadership Studies and Rhetoric and Communication Studies.



ENVISION LEADERSHIP ADVISORS

James Barnes
Founder, JB Innovation

Meg Brooks Swift, M.B.A.
Director, Harvard Public Service Network

Maurise Maclou
Ministerial Liason, Youth Employment
Summit
Perth, Australia

John DeFlaminis, Ph.D.
Executive Director
Penn Center for Educational Leadership

Maura Wolf
Founder, MindWing

Jean Steege, M.B.A.
Founder, Work in Progress

Karen Hinds
CEO, Karen Hinds Seminars

Charlie Rose
Vice-President & Dean, City Year Inc.

Jere Doyle, M.B.A.
CEO, Eversave.com

Matt Hegarty
Vice-President, Greenough Communications

Hugh O'Doherty, Ph.D.
Professor, Center for Public Leadership
Kennedy School of Government

John Rosenblum, D.B.A.
Dean Emeritus, Darden School of Business,
University of Virginia
Dean, Jepson School of Leadership Studies,
University of Richmond, 1996 – 2000

Catharine Brennan, EdM
Founder, College Perspectives



GET INVOLVED!

Inquire about an EnVision Program

Receive our client needs assessment by sending an email to team@envisionleadership.com or calling 617-695-2439.

Invest in Leadership Education

EnVision Leadership is 501(c) 3 non-profit organization that welcomes individual financial contributions and the donation of in kind resources. All donations are tax deductible.

Sponsor a Program

Do you know a foundation or corporation that is interested in sponsoring educational opportunities for students? EnVision Leadership seeks financial sponsorship for a wide variety of programs that involve diverse groups of participants.

Identify Program Participants

Do you know a group of students that could benefit from leadership training? Our organization customizes programs to meet the developmental needs of a wide range of audiences. Our interactive training sessions engage participants in reflecting upon their own leadership potential, and help groups of students understand leadership as a team process.

Impact our Curriculum

EnVision Leadership is dedicated to developing innovative leadership training programs that empower students to impact their communities. Our organization actively seeks new curricula and programming ideas.

Serve as a Leadership Coach

Are you interested in teaching students about leadership? EnVision Leadership seeks individuals that want to exercise their leadership ability by serving as a leadership coach for training sessions.

Serve as an EnVision Leadership Advisor

EnVision Leadership Advisors consist of volunteers that are committed to the vision and growth of EnVision Leadership. This group serves as a resource for EnVision Leadership in advising on strategy, marketing, curriculum development, fundraising, and introducing the organization to new opportunities.