



Cluster Facilitator Information

To help explain the responsibilities of a Cluster Facilitator, the following questions and answers address the most commonly heard concerns:

What exactly is LeaderShape Inc.?

LeaderShape Inc. is a not-for-profit organization committed to developing young adults to *lead with integrity*. SMU is hosting its second campus-based session.

The DFW LeaderShape Institute, in its second year, promises to make a difference in the lives of 60 young men and women from the Dallas/Fort Worth area. Each of the sessions is comprised of approximately 60 participants sponsored by various organizations representing diverse ethnic, religious, and cultural backgrounds.

What role will I play as a Cluster Facilitator at the LeaderShape DFW Institute?

As a Cluster Facilitator, you will work closely with a group of approximately 10 young men and women during the session. This group is called your “Family Cluster” and as the name implies, this group becomes one of the primary supports for the growth and leadership development of our participants. There are 6 Cluster Facilitators and 2 Lead Facilitators for each session of the LeaderShape DFW Institute.

You will personally facilitate several segments of the curriculum with your group as well as discuss many of the curriculum components that are presented to the entire assembly of participants (called “The Learning Community”). Your role is one of facilitator and coach, not “expert.” Our philosophy is that everyone is a teacher and everyone is a learner.

What is the time commitment?

The LeaderShape DFW Institute runs six days, with students arriving on a Friday. Facilitator Training takes place on Thursday, requiring travel to the conference site on Friday morning (December 12). All faculty and students depart on the following Wednesday afternoon after our Commencement program at noon. Know that you will be in group sessions from approximately 8:00 a.m.-12:00 (Midnight) daily, so keep this in mind as you consider the position.

Will I need to stay at the camp during the entire program?

Facilitators will be fully engaged in the LeaderShape experience and will be on-site at the camp beginning on Friday, May 12 for training. There will be no opportunity for travel off-site during the week.

What are the accommodations?

Facilitators will be housed in separate cabins and will have private rooms. Students are housed in a separate area at the facility, providing privacy and quiet to the staff of the program. Though you will not have an individual bathroom, you will only share with one other staff member.

Do I need an extensive background in leadership training?

You do not need to be a specialist in leadership theory to be a Cluster Facilitator. In fact, many of our facilitators are not. Rather, our facilitators possess excellent interpersonal and group process skills and a real interest in young adults. Professionally, our facilitators have come from very diverse backgrounds including student personnel administration, non-profit organizations, and private businesses. To account for the wide array of faculty experience, we send you an extensive training manual well in advance of the LeaderShape DFW Institute, in addition to organizing the Facilitator Training session.

I'm faculty and have to submit grades – is there access at the camp for this?

Cluster facilitators will have minimal access to the internet for this very reason. If necessary you will be able to log in to access.smu to enter your grades.

What will I gain from the LeaderShape DFW experience?

You will be simultaneously exhilarated, exhausted, challenged and moved by the energy and creativity of approximately 60 young leaders from across the DFW Metroplex. You will facilitate a team of approximately 10 students forming relationships that, in many cases, will be lifelong. When you leave The DFW LeaderShape Institute, the materials and insights gained will serve you both personally and professionally. In terms of compensation, your round-trip travel, room and board, and related expenses will be covered. Cluster Facilitators do not receive additional honoraria.

How will you select the cluster facilitators?

Our selection process for Cluster Facilitators will take place in March. We intend to receive more applications than we can utilize in any given year, so the challenge for LeaderShape DFW is finding facilitators with a healthy balance of professions, gender, and ethnic diversity. Because of everyone's busy schedule, you will hear of the decision no later than October 31 so you can plan your schedule accordingly.

How do I apply?

If you are interested in being considered, please complete an application online at www.smu.edu/leadershape and click on the "Cluster Facilitator Application" link.

Do I have to stay the whole time?

Yes. You must commit to staying for the entire institute. The program is designed in stages that build upon each large group and small group session. Your attendance at all sessions is required.

Do I need to bring anything?

LeaderShape DFW will provide all necessary supplies and some snacks. Facilitators are responsible for all personal items (i.e. bedding, reading materials, etc.). A detailed list will be discussed at the orientation meeting.

Can I drive myself?

Yes. Transportation from SMU will be provided; however, if you prefer, you may drive yourself.

What will the curriculum include?

The LeaderShape Institute develops citizens who "lead with integrity." The curriculum incorporates current leadership issues in such a way as to meet the developmental needs of young adults. The curriculum focuses on "take-home application" through the vehicle of a comprehensive and powerful LeaderShape Project. By working through the project, each participant has an opportunity to engage himself/herself in reflection, planning, one-on-one interactions, small group feedback, and large group learning.

LeaderShape DFW is designed to concentrate on different themes during each day:

- Day 1: Building Community
- Day 2: Value of One, Power of All
- Day 3: Challenging What Is, Looking to What Could Be
- Day 4: Bringing Vision to Reality
- Day 5: Living and Leading with Integrity
- Day 6: Staying in Action

What if I have other questions?

Please feel free to call Carol Clyde, Director of Leadership and Community Involvement at (214) 768-4403. You can also e-mail her at ccl Clyde@smu.edu or stop by her office in suite 318 of the Hughes-Trigg Student Center.