



next gen leaders program
jordan & cara odo scholarship foundation

2023 Syllabus

“Service is the rent that you pay for room on this earth.”
- Shirley Chisholm, U.S. congresswoman

“Life’s most persistent and urgent question is, ‘What are you doing for others?’”
- Martin Luther King, Jr., civil rights leader

“A true natural servant automatically responds to any problem by listening first.”
- Robert Greenleaf, founder of the servant leadership movement

GENERAL

Purpose

There is no shortage of challenges in our neighborhoods, state, country, and world, and we need a new crop of leaders to help solve them.

The Next Gen Leaders Program is designed to help you grow as a community leader through mentorship, leadership development sessions, and applied learning. We abide by two overarching principles:

- Leaders should serve others. A servant leader is someone who focuses primarily on the well-being of others, whether in our family, friend group, organization, or community. By helping others, we can inspire others to serve as well.
- Change should come through coalition building and collaboration. Getting stuff done in a democracy is a matter of addition, not subtraction. We can pave the path for better civic dialogue and understanding through engaging stakeholders, building bridges, and finding common ground.

Program Term

June 10, 2023 - August 5, 2023

Tentative Schedule

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Jun 5	6	7	8	9	10 Kick Off 9:00-12:00 @ Hawaii Employers Council (in-person)
12 Debrief Session: Your Predictive Index Results	13 Team Building Sessions	14 Team Building Sessions	15 Team Building Sessions Project Team Lead Meeting	16 Team Building Sessions	17
19 Team Deliverable 1: Team Contract Due (<i>Sunday, 6/18</i>) Individual Deliverable 1: Professional Development Plan (PDP) (<i>Sunday, 6/18</i>)	20	21 Talk Story 12:00-1:00 @ Zoom	22 Project Team Lead Meeting	23	24 Team Deliverable 2: Executive Summary & Business Plan Outline Due
26	27	28 Talk Story 12:00-1:00 @ Zoom	29 Project Team Lead Meeting	30	Jul 1
3	4 HOLIDAY	5 Talk Story 12:00-1:00 @ Zoom	6 Project Team Lead Meeting	7	8 Team Deliverable 3: Business Plan Due
10	11	12 Talk Story 12:00-1:00 @ Zoom	13 Project Team Lead Meeting	14 Deliver Project Pitch Deck (Draft)	15 Individual Deliverable 2: PDP Reflection Memo
17	18	19 Talk Story 12:00-1:00 @ Zoom	20 Project Team Lead Meeting	21	22 Team Deliverable 4: Final Project Pitch Deck Due

24 Informal Dry Runs	25 Informal Dry Runs	26 Informal Dry Runs	27 Project Team Lead Meeting	28 Informal Dry Runs	29 Dry Run Day 9:00-12:00 @ Zoom
31 Company Presentation Week	Aug 1 Company Presentation Week	2 Company Presentation Week	3 Company Presentation Week	4 Company Presentation Week	5 Scholarship Luncheon & Celebration 10:30-11:30 (debrief) 11:30-1:30 (lunch and ceremony) @ Woodward Community College

LEADERSHIP DEVELOPMENT

Leadership Development Sessions

Along with your mentors and your team project, this program incorporates various components aimed at fostering leadership qualities and abilities:

- Leadership Development Session on Saturday, June 10 during the Program Kick-Off. This session will provide you with valuable insights into effective leadership practices, emphasizing key principles and strategies.
- Predictive Index Debrief Session on Monday, June 12. You will each complete the Predictive Index Behavioral Assessment prior to the start of the program. This assessment will help you understand your individual behavioral drives and strengths. The debrief session serves as an opportunity to further understand the results of your assessment and how it plays a role in your team dynamic.
- Team Building Sessions during Week 1 of the program. These sessions will be based on your project team's availability and will promote collaboration, communication and teamwork skills, allowing you to develop your leadership abilities in a team setting throughout the program.
- Professional Development Plan (PDP) due on Saturday, June 17. This working document will be tailored to your individual leadership goals, enabling you to chart a path for your growth and development. The completed PDP serves as a result of the Leadership Development Session, Team Building Session, and your initial meeting with your mentor. It will be continuously updated throughout the course of the program.

- PDP Reflection Memo due on Saturday, July 15. At the halfway point of the program, you will provide a short memo on the progress of your growth and development goals.
- Book Reading: *Leaders Eat Last* by Simon Sinek. *Leaders Eat Last* offers valuable perspectives on leadership and inspires a servant-leadership mindset. You and your mentor will receive a copy of the book for your reading.

Mentorship

During the program, you will be mentored one-on-one by an established leader in the community. The mentors will provide guidance on your development as a leader and on your career. They are interested in helping you grow professionally and personally.

Please work with your mentor to schedule 30-minute meetings once per week during the program. You and your mentor can decide to meet virtually or in person.

Weekly meetings are intended to be open-ended, developmental time between mentors and mentees and may include checking-in on the status of project deliverables; discussing leadership topics, career goals and experiences, and soft skill development; and speaking with an invited guest speaker, business professional, and/or community leader.

As you meet the deadlines for project materials and deliverables, you may approach your mentor with questions and seek further assistance or guidance. The project represents leadership development in action and is an important tool for your growth and learning. Your mentor may review and provide feedback on all project papers, plans, materials, and presentations through the lens of their experiences.

Please remember that our mentors are all volunteers and have very busy schedules. Please be flexible and punctual, and use the time wisely. It's best to prepare for each meeting. Think of questions you want to ask and, to the extent possible, send the questions to your mentor in advance.

Talk Stories

Our talk stories will be led by strong, community-minded leaders. They will introduce you to various aspects of healthcare access in Hawaii, as well as leadership topics. We hope to devote 80% of the time to healthcare access issues and 20% to the speaker's leadership journey and values.

Here's a schedule of this year's talk stories:

Date & Time	Topic & Speaker	Venue
------------------------	----------------------------	--------------

Wed., June 21, 2023 12:00-1:00 pm	Good Policy Can Make Access to Healthcare More Equal Rep. Della Au Belatti, House Health & Homelessness Committee Chair, Hawaii State Legislature	Zoom https://us06web.zoom.us/j/85125401864?pwd=NTJ5d3ZkN3JpTmd5RHlWczVvTEI4UT09
Wed., June 28, 2023 12:00-1:00 pm	Healthcare As a Means to Address Homelessness Connie Mitchell, Executive Director, Institute for Human Services	Zoom https://us06web.zoom.us/j/87542018747?pwd=UDVuNkVBWHlrTmltQnB1dDlzOHh4QT09
Wed., July 5, 2023 12:00-1:00 pm	Benefits and Challenges of Expanding Telehealth Judy Mohr Peterson, PhD, Med-QUEST Administrator, Hawaii Department of Human Services	Zoom https://us06web.zoom.us/j/83575558136?pwd=QWNQUW1lYmNxb25JY0ordDd1NCtwUT09
Wed., July 12, 2023 12:00-1:00 pm	TBD	Zoom https://us06web.zoom.us/j/89246583851?pwd=Q1NPeWFrT2l4ald2WXJwdkdLTHNQdz09
Wed., July 19, 2023 12:00-1:00 pm	Tips for Making an Impactful Presentation Sterling Higa, Executive Director, Housing Hawaii's Future	Zoom https://us06web.zoom.us/j/84630726523?pwd=NEFzYXI2SnB4dEZuRnV6UjB6c1hmUT09

HEALTHCARE PROJECT

This summer, the team projects will focus on expanding access to healthcare in Hawaii. You will work in teams to gather information from stakeholders, conduct your own research and analyze the root causes of inequality, and propose a solution based on synthesizing the cumulative data you've gathered on the topic assigned to your team by the four partner healthcare organizations.

Healthcare Organizations and Team Roles

The healthcare organizations we are teaming up with this summer are four of the premier healthcare organizations in the state of Hawaii. The skills you apply during the project will exercise many of the real-world skills you will be expected to execute in a business setting. You will be challenged to put the customer-first and meet the expectations of the client (partner). You will be accountable to the client (partner) for delivering quality research, analysis, and a solution proposal to the problem the healthcare organization provides to you. In essence, you will be serving in the role of consultant to the partner. They are eager to work with you. Please approach this project with the same enthusiasm and effort that these industry leading organizations are extending to you. The program leadership team surrounding you will help you grow your individual contributor and leadership skills if you are willing to put in the effort.

Your team will be supported by a Business Point of Contact (who help frame your challenge question, provide high-level guidance, and help to arrange your company presentation) and a Project Advisor from the Hawaii Young Healthcare Professionals (who will check in with you on a weekly basis, provide you advice regarding your research and proposed solutions, and help you connect with stakeholders).

Although you will be assisted by the Business Point of Contact and the Project Advisor, please understand that the project is student-driven. You and your teammates will need to organize team meetings, organize weekly check-ins with the program leadership team, develop a plan, delegate tasks, and meet the deliverable timelines.

Team leads will collaborate between their respective team members and the project team to ensure that the team is following the program timeline. Your team leads will also work with you closely to refine your proposal pitch so that it resonates with your partner organization, meets their needs and their expectations.

Organization	Business Point of Contact	HYHP Project Advisor
The Queen's Health Systems	Jason Chang EVP, Innovation and Strategy	Katie Kemp Manager, Specialty Care
Hawaii Pacific Health	Alison Zecha Director, Organizational Effectiveness	Chris Chow Patient Experience Coordinator
Hawaii Medical Service Association (HMSA)	Dawn Kurisu AVP Community & Government Relations	Tai Matsuoka Community Relations Elizabeth Kim

	Tai Matsuoka Community Relations	Care Transition Specialist
Waianae Coast Comprehensive Health Center	Denise Della-Sabas Director of Business Development & Community Partnerships	Denise Della-Sabas Director of Business Development & Community Partnerships

Project Deliverables

There will be four deliverables your project team will need to submit. We are warning you up front that, with the exception of the team contract, we will not provide you with much guidance on what is needed in each. This is purposeful. A good leader leans into challenges, is resourceful, and seeks to solve problems. This is what will be required of you when you graduate from school.

1. **Team Contract** (due Wednesday, June 14)
 - a. Most teams go through four stages: forming, storming, norming, and performing. As a team, you will need to get up and running quickly. To avoid a lengthy storming phase, it's best to discuss upfront any and all expectations and preferences of team members.
 - b. The team contract is for your benefit. Choose a template that best suits your team's needs. Here are some examples:
 - i. <https://web.mit.edu/6.005/www/fa15/projects/abcplayer/team-contract/>
 - ii. https://cns.utexas.edu/sites/default/files/uploads/documents/2023-03/Team_Contract_UT_CNS.docx
2. **Executive Summary & Business Plan Outline** (due Saturday, June 24)
3. **Business Plan** (due Saturday, July 8)
4. **Project Pitch** (due Saturday, July 22)
 - a. Follow Guy Kawasaki's 10/20/30 rule at <https://guykawasaki.com/the-only-10-slides-you-need-in-your-pitch/>

Presentations

You will give your formal presentation twice. You will also do multiple informal dry runs with your project leadership team to perfect your pitch:

- **Program Dry Run Presentation** on Saturday, July 29, 2023, at 9:00-12:00. This will be your opportunity to practice in front of a supportive audience and receive valuable feedback. Still, we expect you to bring your best effort.

- **Company Presentation** to be scheduled in the week of July 31, 2023. You will have an opportunity to present your findings and ideas to senior leaders at your healthcare organization. Please work with the Project Team (John, Ivy, and Natalie) to schedule the presentation.

PROGRAM LEADERSHIP

If you have any questions or concerns, please feel free to contact any member of the Next Gen Leaders Program leadership team:

Program Administration	Leadership Development & Mentorship Team	Project Team
Jordan Odo jordan@odoscholarship.org	Jeff Berlin jeff@jeffberlinconsulting.com	John Doyle bachtru@yahoo.com
Crystal Cebedo crystalacebedo@gmail.com	JJ Bernardo jayj.bernardo@gmail.com	Ivy Li li.ivy1207@gmail.com
	Teiana Gonsalves k20tegon@stanford.edu	Natalie-Rose Wilcox nkw23@cornell.edu

Syllabus updated as of:
Sunday, June 11, 2023