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Five Core Competencies of Human Relations Leadership

1. Align values with action.

- Building the courage to act in alignment with one's values even in the face of personal risk.

2. Tell your stories and hear others.

- Discovering one's own unique truths and experiences.
- Becoming skilled at listening and assertion, cultivating empathy, and embracing paradox to recognize and confront the complexity of challenges and opportunities.

3. Cultivate collective leadership and practice.

- Understanding leadership as a practice, not a person, that happens in relationship with others and within multiple, interacting systems.

4. Engage power and difference.

- Engaging the paradox of similarity and difference in our culture.
- Cultivating the ability to understand, appreciate and work across deep differences.

5. Lead adaptively for sustainable change.

- Mobilizing self and others to confront the complex and overlapping issues facing the state and its many communities.
- Cultivating the ability to examine underlying values, attitudes and behavior that block and/or move sustainable change for complex challenges.
- Knowing how to preserve what works from the past and influence necessary innovation.
- Committing to creating an environment that includes divergent voices and promotes shared leadership.
- Thinking systemically and critically to see patterns and structures that inform needed change.
- Balancing perseverance and urgency so that the pace of change is tenable and effective.



More information about selection for our next class of Friday Fellows and other opportunities can be found on our website. Check back often for updates or send us your name and email and we'll add you to our mailing list for our digital newsletter.

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