

# **The Leadership Development Curriculum Guide**

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## 1. Introduction

### 1.1 What to expect from this guide

Welcome to the Leadership Development Curriculum Guide! This document will walk Rising Stars and Mentors, both new and experienced, through the **concept and purpose of Wedu's Leadership Curriculum**. The guide contains information on how to **use Wedu's curriculum** and **develop leadership skills**.

### 1.2 Wedu's vision for leadership development

Our mission is to unlock the leadership potential of women in Asia by providing lifelong mentorship and innovative financing options to complete higher education and become change-makers in their communities.

What is a Change-maker? Wedu's definition of a leader who embodies the seven leadership dimensions. Rising Stars not only have a desire and vision for social change, but are actively working with and within their communities to make this change happen.

Wedu's mentoring program consists of two pillars: goal setting and our leadership development curriculum. Through the curriculum and by achieving the personal and professional goals that they set out for themselves at the beginning of each mentoring cycle, Rising Stars are able to further cultivate the 7 leadership dimensions.

Through our curriculum, which focuses on **four core Learning Objectives** -- Ethics, Empathy and Integrity; Self-Awareness and Purpose; Action and Risk Taking; and Communications and Influence -- Rising Stars are able to further develop **seven foundational Dimensions of Leadership** that Wedu feels embody those traits of a change-maker (see figure 1).



# CHANGEMAKER

The traits and transferable skills of a changemaker embody Wedu's 7 Dimensions of Leadership

Wedu's virtual Mentoring Program based on 4 Learning Objectives

STRONG MORAL COMPASS	COMMITMENT TO COMMUNITY	CHALLENGES STATUS QUO	TAKES RISKS	ENTERPRISING	TAKES ACTION	INSPIRES
<p>SELF-AWARE</p> <p>REFLECTIVE</p> <p>ACTS WITH INTENTION</p> <p>AUTHENTIC</p> <p>ACTS WITH INTEGRITY</p>	<p>STRONG ROOTS WITHIN THE COMMUNITY</p> <p>ADVOCATES ON BEHALF OF COMMUNITY ISSUES</p> <p>INCLUSION AND ENGAGEMENT WITH VARIOUS COMMUNITIES AND FAITHS</p> <p>PROPENSITY FOR CIVIC ENGAGEMENT</p> <p>DEMONSTRATES HUMILITY AND EMPATHY</p>	<p>PROMOTES SOCIAL JUSTICE</p> <p>CHALLENGES SOCIAL, CULTURAL AND GENDER NORMS</p> <p>AWARENESS OF CURRENT EVENTS</p> <p>PERSEVERES</p>	<p>COURAGEOUS</p> <p>PERSISTENT</p> <p>ACCEPTS AND LEARNS FROM FAILURE</p> <p>OPEN TO NEW IDEAS</p> <p>ABILITY TO ASSESS ALL ASPECTS OF A SITUATION</p>	<p>IDENTIFIES OPPORTUNITIES FOR GROWTH AND ENHANCES LEARNING</p> <p>LEADS EFFECTIVE AND DIVERSE TEAMS</p> <p>DEVELOPS STRATEGIC PLANS</p> <p>INNOVATIVE</p> <p>DEMONSTRATES CRITICAL THINKING</p>	<p>TAKES INITIATIVE</p> <p>SETS AND IMPLEMENTS CLEARLY DEFINED GOALS</p> <p>STRIVES FOR MAXIMUM IMPACT</p> <p>UPHOLDS PERSONAL VISION AND MISSION</p> <p>ACCOUNTABLE</p>	<p>IDENTIFIES COMMON PURPOSES AND SHARED GOALS</p> <p>MOTIVATES AND SUPPORTS THE EMPOWERMENT OF OTHERS</p> <p>CONFIDENT</p> <p>COLLABORATIVE</p> <p>PERCEPTIVE TO THE NEEDS OF OTHERS</p> <p>ATTENTIVE LISTENER</p>

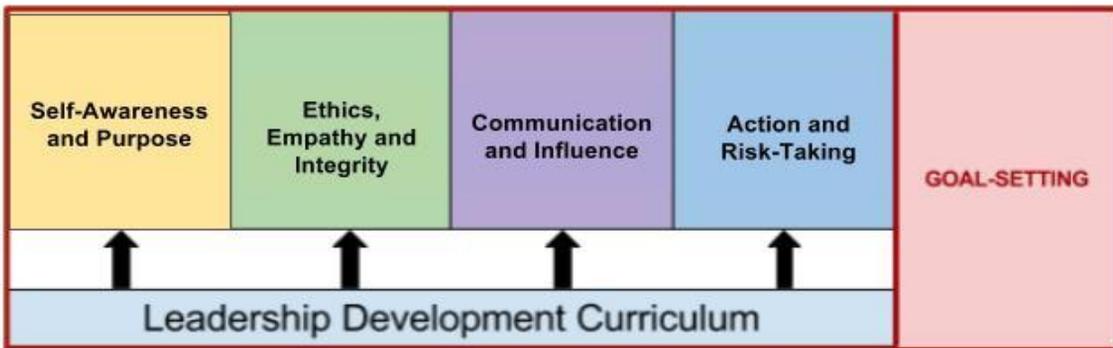
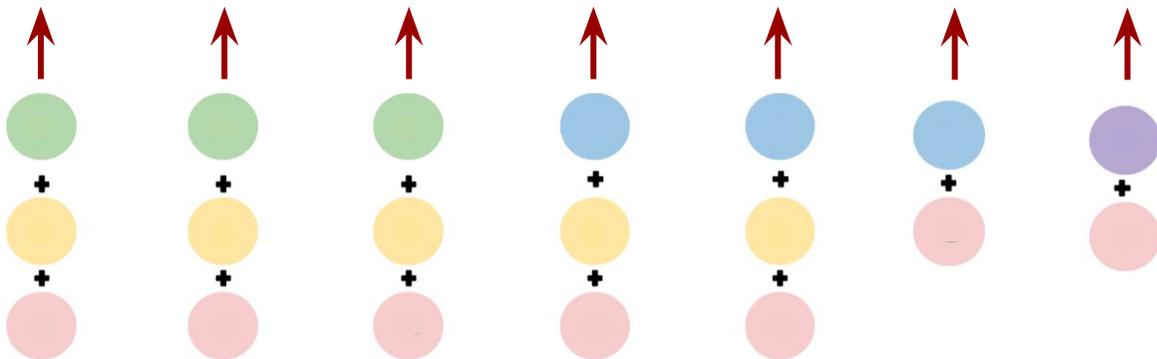


Figure 1

## 2. The Leadership Development Curriculum

### 2.1 Introduction

The Leadership Development Curriculum is modelled to follow **Wedu’s mentorship cycles**. Rising Stars and mentors are matched for an **initial cycle of eight months**. After this duration, Rising Stars and mentors can be **rematched**, or extend their mentorship for **four months** (you can extend your relationship every four months up to 24 months).

*For more information on Wedu’s mentorship cycles, please refer to the [Mentorship Rhythm Calendar](#)*

The Leadership Development Curriculum encourages **autonomy** and provides space for Rising Stars to **customize their own leadership development journey**. Rising Stars begin their leadership development journey by taking an introductory set of eight Leadership Lessons, the **Core Curriculum** (See 2.2. “The Core Curriculum”). Every time they subsequently renew their mentorship, Rising Stars choose an **Elective** to work on, that is, a set of four Leadership Lessons centered on a specific **theme** and characterized by a certain **level of experience**.

### 2.2 The Core Curriculum

The Core Curriculum (see figure 2) consists of a total of **eight Leadership Lessons to guide the first mentorship cycle**. All four Learning Objectives are featured at an introductory level, which allows Rising Stars to familiarize themselves with Wedu’s leadership development language, as well as to craft the **ground leadership skills** that will allow them to plan and design their respective educational journeys. It will furthermore provide a space for mentor and mentee to get to know each other better and to **establish trust** in their relationship. The Core Curriculum will be a **common experience** for all Rising Stars, which will reinforce the cohesion of the **Wedu community of learning**.



Leadership Lesson	Description	Learning Objective
<b>1. Your Life Map</b>	In this Leadership Lesson, mentor and Rising Star share each other's life story with one another and discuss their goals for the future.	"Self-awareness and purpose"
2. Identity	The purpose of this lesson is to understand the concept of identity and how it is built, as well as to bring the Rising Star to reflect on the values and experience that constitute her own identity.	"Self-awareness and purpose"
3. Empathy	This Leadership Lesson will allow the Rising Star to understand the double-edged power of storytelling and to the importance of empathy and compassion.	"Ethics, Empathy, Integrity"
4. Developing Your Own Story	Learning to tell stories to capture, direct and sustain the attention of others is a key leadership skill. This lesson introduces storytelling and communication methodology and allows the Rising Star to put this methodology into practice by shaping the narrative of her desire for social change..	"Communication and influence"
5. Body Language	Body language plays an important role in communicating. Body language comprises of the gestures and movements we make of the different parts of our bodies when communicating with people. Sometimes, body language speaks more than words.	"Communication and influence"
6. Using Your Voice	For the Rising Star to understand the importance of finding her voice, of taking risks and of speaking for or against what she believes in. It is also important to acknowledge that the idea of using one's voice is different for people in different societal contexts.	"Action and risk-taking"
7. Leadership	To help Rising Stars think about the definition of leadership, who we identify as leaders and how with "drive, passion and commitment" one can be a leader.	"Action and risk-taking"
<b>8. Role Swaps</b>	The Rising Star asks her mentor questions, probing to learn and extract interesting personal insights.	"Ethics, Empathy, Integrity"

Figure 2 - The Core Curriculum

## 2.3 Electives

Electives are sets of four Leadership Lessons that each correspond to a different level of experience and is centered around a different theme. Every time a Rising Star prolongs her mentorship for a duration of **four months** after completion of the introductory Core Curriculum, she chooses an Elective on which to work. The **theme-centered approach** enables a better integration of the lessons learned and **deeper self-awareness**. In fact, the Rising Star will **concentrate one theme or skill during each Elective**, which prompts **more growth**.

*Please refer to 4.1. “The Elective Catalogue” for a detailed description of all electives available.*

## 2.4 Where to start after a rematch?

In the situation of a **rematch**, it may be the case that either the mentor or the Rising Star are new to the program and therefore using the curriculum for the first time, while the other has already gone through the Core Curriculum entirely or partially at least once. It may also be the case that both Mentor and Rising Star may have gone through the curriculum while being part of a different pair and relationship. In order to help **establish mutual trust** in the new mentoring relationship, Wedu recommends the following **eight-month process**:

Part I: “ACCELERATED CORE CURRICULUM”		Month
During the first half of the rematch cycle, mentor and Rising Star go through four Leadership Lessons extracted from the Core Curriculum	Your Life Map	1
	Identity	2
	Using Your Own Voice	3
	Role Swaps	4
Part II: “ELECTIVE PHASE”		
For the four remaining months of the 8-months rematch cycle, mentor and Rising Star focus on an elective of their choosing	Leadership Lesson 1	5
	Leadership Lesson 2	6
	Leadership Lesson 3	7
	Leadership Lesson 4	8

Figure 3 - The rematch cycle

## 3. Leadership Lessons

### 3.1 Introduction

Wedu's Leadership Lessons are designed to focus on the four Learning Objectives which we believe are necessary for the leadership development of both our Rising Stars and Mentors. Wedu identifies the Learning Objectives to be the imperative for a Rising Star to grow in the **seven Leadership Dimensions**, and hence develop into leaders who can become **changemakers** in their communities. The **Learning Objectives** featured at the top of each Leadership Lesson also serve to orient mentors on their journey to grow humanely and become better global citizens.

### 3.2 How to read Leadership Lessons

#### 3.2.1 Levels

The Leadership Development Curriculum comprises of **three categories of Leadership Lessons**, each corresponding to a different level of **maturity**. Levels are indicated in the **Electives Catalogue** (please see section 3.3).

- **Level 1:** Newly selected Rising Stars kickstart their leadership development journey with a set of eight beginner-level Leadership Lessons (for more information, go to 3.2. "The Core Curriculum")
- **Level 2:** Rising Stars who have completed the eight-module Core Curriculum and have become more acquainted with Wedu's leadership development curriculum. They may start going through Level 2 Leadership Lessons.
- **Level 3:** After working for a **minimum of eight months** on Level 2 Leadership Lessons, Rising Stars may further their expertise by engaging with lessons from the Level 3 category.

*\*Note: it is not necessary to have completed all Level 2 Electives before moving on to advanced ones. Furthermore, Rising Stars who completed Level 3 Electives may choose to go back and work on Level 2 ones.*

## 3.2.2 A zoom into a Leadership Lesson

### RS & Mentor 4 Learning Objectives

Rising Star		Mentor
Action & Risk Taking	1	Coaching & Mentoring
Communication & Influence	2	Communication & Influence
Ethics, Empathy & Integrity	3	Ethics, Empathy & Integrity
Self-Awareness & Purpose	4	Social Impact

**Learning Objectives**  
Each lesson's header reiterates Wedu's 4 Learning objectives (LO's).

<b>Leadership Lesson</b>	<b>Stretching Your Brain</b>
<b>Learning Objective:</b>	<b>RS:</b> 1. Action & Risk Taking 2. Self-Awareness & Purpose <b>Mentor:</b> 1. Coaching & Mentoring
<b>Objective:</b>	<i>To utilize brain muscle capacity and cultivate creativity by pursuing interests and beginning or fortifying skills.</i>
<b>Read &amp; Activity:</b>	Article link: <a href="http://qz.com/626482/neuroscience-says-these-five-rituals-will-help-your-brain-stay-young/">http://qz.com/626482/neuroscience-says-these-five-rituals-will-help-your-brain-stay-young/</a>  Read article and think about new/dormant skills you have been waiting to cultivate. Here are some resources: <ul style="list-style-type: none"> <li>• learn or fortify another language: <a href="https://www.duolingo.com/">https://www.duolingo.com/</a></li> <li>• learn how to code: <a href="https://www.codecademy.com/">https://www.codecademy.com/</a></li> <li>• learn the basics: <a href="https://www.khanacademy.org/">https://www.khanacademy.org/</a></li> </ul>
<b>Conversation Points:</b>	<ul style="list-style-type: none"> <li>• Why did you choose the skill you chose?</li> <li>• How do you plan to keep up with cultivating this skill?</li> <li>• What have you learned about yourself through fortifying your skill?</li> <li>• What did you learn about yourself?</li> </ul>
<b>Action:</b>	<ol style="list-style-type: none"> <li>1. Encourage your mentee through the activity.</li> <li>2. For your next conversation, be prepared to revisit your goals.</li> </ol>

**Title of the lesson**

**Learning Objectives of the lesson**

**Objective:**  
the thematic objectives guides the subsequent discussion

**Activity:**  
Most lessons include a practical activity to be completed either before or after the session. Discussion will draw from the Rising Star's experience in completing the activity.

**Conversation Points:**  
Discussion forms the core of the Leadership Lessons. 'Conversations Points' is a suggested outline to facilitate dialogue between mentor and mentee while fulfilling the above objectives.

**Actions:**  
Wedu believes in action-oriented leadership education. This section summarizes the actions to be fulfilled both during and after the lesson.

**Self-reflection** is a crucial aspect of Rising Stars' leadership development. Wedu's Leadership Lessons are structured to provide a space for Rising Stars to engage in that exercise. In fact, the various activities and conversation points suggested in each lesson allow them to build their own understanding of the world through **dialogue and introspection**.

### 3.3 How to use the lessons

- *Regularity and resources:*

Leadership Lessons are at the core of Wedu's vision of leadership growth. Mentors and Rising Stars should go through **one Leadership Lesson per month** to stay on track with their mentoring cycle, as well as to ensure that Rising Stars are working towards their respective leadership development goals. We advise mentors and mentees to work closely with the **resources** provided in each lesson, as they form the basis of the subsequent discussions. Rising Stars and mentors may of course find other resources and share them with one another if they so choose.

- *Commitment:*

It is very important for Rising Stars to give their **full personal and intellectual commitment** when working with the Leadership Lessons, in order to maximise their learning outcomes and accelerate their **growth in the four Learning Objectives**. We expect to see Rising Stars internalising the insights and knowledge gained across the Leadership Lessons and **applying** it in their daily lives. Building a robust bridge between theoretical reflection and practical application will lead Rising Stars to **mature in the seven Leadership Dimensions** across time, and hence to evolve as **holistic leaders**.

- *After the Leadership Lesson:*

Mentors should encourage Rising Stars to **reflect regularly and autonomously** on their leadership development journey. Rising Stars are expected to be **responsible** in keeping themselves on track by using the **Leadership Lesson Tracker** after each lesson.

The [Leadership Lessons Tracker](#) is a document where the Rising Star indicates the date at which she completed a lesson. Completing the Tracker systematically will allow her to **monitor her leadership education**. It will allow the Rising Star to gain a vision of what she has already achieved and hence help her when making decisions about what future electives to take and what skills to develop, especially when she is rematched in the future. The Rising Star is encouraged to save The Leadership Lessons Tracker in her personal folder on Google Drive, the link to which has been shared with her and her mentor via email once the Rising Star is matched.

## 4. ANNEXES

### 4.1 The Elective Catalogue

*\*Note: some of the Leadership Lessons are repeated across several Electives. Rising Stars should not hesitate to choose an Elective that interests them, even if they have already gone through one or more of the lessons it includes. In fact, the description attached to each Elective will help mentor and Rising Star read those Leadership Lessons in a new way. This system allowed Wedu to create more Electives for Rising Stars to choose when designing their leadership development journey.*

BUILDING UP YOUR ENTREPRENEURIAL SPARK		
<ul style="list-style-type: none"> <li><b>Level:</b> 2</li> <li><b>Leadership Objective</b></li> </ul>	<p><i>Note: This elective set, centered around Leadership Objective 4 “Action and Risk-taking” comprises 5 LLs. We invite Rising Star and mentor to complete 4 lessons out of those 5. “Finding Comfort in Discomfort” I and II must be completed but you may choose to leave out any of the 3 other Leadership Lessons.</i></p> <p>“Building up Your Entrepreneurial Spark” aims at unfolding Rising Stars’ confidence, creativity and changemaking potential. In the first lesson of this set, “Inspiring Young Leaders”, mentor and mentee will explore the stories of young social entrepreneurs. By encountering those role models, Rising Stars will be inspired to become catalysts for change themselves, and share with their mentors the specific social projects they would like to carry out. Understanding the nature of power is critical to forging viable plans to challenge the social status quo. In “Power and Perception”, Rising Stars will reflect on the power structures that surround them and on how they can impact their changemaking projects. At the core of this elective, “Finding Comfort in Discomfort” is a tandem of two lessons that will lead Rising Stars to challenge the limits of their comfort zones in order to better act upon the issues they care about. Lastly, in “How to start a movement”, mentors and mentees will reflect on how to initiate and nurture a momentum.</p>	
<table border="1"> <tr> <td>LO4</td> <td>Action and Risk-taking</td> </tr> </table>		LO4
LO4	Action and Risk-taking	
<ul style="list-style-type: none"> <li><b>Leadership Lessons</b></li> </ul> <p>“Inspiring young leaders”            “Finding comfort in discomfort I”            “Power and perception”            “Finding comfort in discomfort II”            “How to start a movement”</p>		

NAVIGATING FEAR AND FAILURE			
<ul style="list-style-type: none"> <li><b>Level: 2</b></li> <li><b>Leadership Objective</b></li> </ul>	<p><i>Note: This elective set, centered around Leadership Objective 4 “Self-awareness and Purpose” comprises 5 LLs. We invite Rising Star and mentor to complete 4 lessons out of those 5.</i></p>		
<table border="1"> <tr> <td>LO1</td> <td>Self-awareness and Purpose</td> </tr> </table>	LO1	Self-awareness and Purpose	<p>We recommend mentors and Rising Stars to begin this elective set with a discussion on fear, in the continuation of which the topic of failure will be treated. “Stress and Fear Management, conjointly with “Identifying the Unfamiliar” will lead Rising Stars to gain awareness of their stressors and release their fear limitations, thus improving their productivity and self-control. Those lessons are deliberately action-based: not only do they aim to lead Rising Stars to understand how fear constructs may inhibit their goals, and through what means those constructs can be proactively challenged. In “Decision-making”, Rising Stars will break down how limiting beliefs they have about themselves reflect in the decisions they make and the actions they dare to take. The specific topic of failure will be addressed in the eponymous lesson, and will focus on highlighting why failure is important for success. Often times, fear of failure leads to self-censorship yet experiencing failure is necessary to acquire a knowledge of one’s weaknesses and detractors, and hence move forward. The elective will close with a reflection on a resource that can help one dealing with fear or failure: building a strong support network.</p>
LO1	Self-awareness and Purpose		
<ul style="list-style-type: none"> <li><b>Leadership Lessons</b></li> </ul> <p>“Stress and fear management”            “Identifying the Unfamiliar”            “Decision-making”            “Failure”            “Building positive support systems”</p>			

UNDERSTANDING GLOBAL ISSUES					
<ul style="list-style-type: none"> <li><b>Level: 2</b></li> <li><b>Leadership Objectives</b></li> </ul>	<p>“Understanding Global Issues” will embellish Rising Stars’ general knowledge by introducing them to some of the concepts and issues that agitate the global arena. This elective set will firstly introduce the principles equality and equity and their importance when analyzing or working with communities. “Equity versus Equality” will familiarise Rising Stars with the fundamentals of ethical leadership. In the continuity of this reflection, a lesson will be dedicated to discussing human rights, a central concept for changemakers in the 21st century, both at the global and local scale. Mentor and Rising Star will then have the opportunity to enter an open discussion on a world humanitarian issue, namely that of the refugee crisis in Syria. The elective will conclude with a reflection on climate change, its causes and its consequences for communities around the world. This subject will be tackled from an action-oriented perspective, asking Rising Stars what role she could play in the global environmental equation.</p>				
<table border="1"> <tr> <td>LO2</td> <td>Ethics, Empathy and Integrity</td> </tr> <tr> <td>LO4</td> <td>Action and Risk-taking</td> </tr> </table>		LO2	Ethics, Empathy and Integrity	LO4	Action and Risk-taking
LO2		Ethics, Empathy and Integrity			
LO4	Action and Risk-taking				
<ul style="list-style-type: none"> <li><b>Leadership Lessons</b></li> </ul> <p>“Equity versus equality”            “Human rights”            “Refugee and humanitarian crisis in Syria”            “Climate change”</p>					

WOMEN EMPOWERMENT							
<ul style="list-style-type: none"> <li><b>Level: 2</b></li> <li><b>Leadership Objective</b></li> </ul>	<p>“Women Empowerment” interweaves introspective and descriptive leadership lessons. Mentors and Rising Stars will firstly tackle the topic of women education. After reflecting on the importance of promoting women’s access to literacy around the world, Rising Stars will bring to light their individual educational journeys. The second part of the elective will be dedicated to discussing women’s role and representation in the media from both an analytical and personal perspective.</p>						
<table border="1"> <tr> <td>LO1</td> <td>Self-awareness and Purpose</td> </tr> <tr> <td>LO3</td> <td>Communication and Influence</td> </tr> <tr> <td>LO4</td> <td>Action and Risk-taking</td> </tr> </table>		LO1	Self-awareness and Purpose	LO3	Communication and Influence	LO4	Action and Risk-taking
LO1		Self-awareness and Purpose					
LO3		Communication and Influence					
LO4	Action and Risk-taking						
<ul style="list-style-type: none"> <li><b>Leadership Lessons</b></li> </ul> <p>“Power of women’s literacy”            “Your educational journey”            “Women in the media”            “Technology, media and me”</p>							

LEADERS GIVE BACK	
<ul style="list-style-type: none"> <li><b>Level: 2</b></li> <li><b>Leadership Objectives</b></li> </ul>	<p>Gratefulness, giving thanks can be about celebrating achievement, or acknowledging the significance of a given person in one’s life and successes. It is a form of humility that is vital to becoming a good leader. This elective seeks to give Rising Stars the tools to integrate the practice of gratitude into their lives. The first two leadership lessons will give Rising Stars a space to reflect on their identity and life journey, and thus to identify the people or groups that have acted as positive driving forces, sources of inspiration and role models in their existence. At the core of this elective, “Appreciation” will feature a practical exercise of gratitude. Lastly, “Intergenerational Connections” will show Rising Stars how appreciating and learning from past generations can help them prepare a better future.</p>
LO1   Self-awareness and Purpose	
LO2   Ethics, Empathy and Integrity	
<ul style="list-style-type: none"> <li><b>Leadership Lessons</b></li> </ul> <p>“Where do you come from?”  “Finding your place in the universe”  “Intergenerational connections”  “Appreciation”</p>	

EDUCATING YOURSELF	
<ul style="list-style-type: none"> <li><b>Level: 2</b></li> <li><b>Leadership Objective</b></li> </ul>	<p>“Educating Yourself” will strengthen Rising Stars’ sense of self and purpose by developing their capacity to set goals and shape new skills autonomously. The first half of the elective will enable Rising Stars to become more aware of the internal and external factors that influence them as they set goals. After gaining clarity on what the expectations placed on them by themselves and by others are, Rising Stars will learn to balance and manage them in such a way that they drive their educational journeys. Building on this reflection, the remaining two lessons will develop Rising Stars’ capacity to cultivate an inquisitive and elastic mindset. In doing so they train themselves to pursue lifelong learning.</p>
LO1   Self-awareness and Purpose	
<ul style="list-style-type: none"> <li><b>Leadership Lessons</b></li> </ul> <p>“Expectations I”  “Expectations II”  “Stretching your brain”  “Learner Questions”</p>	

EXCELLING AND COMPETING	
<ul style="list-style-type: none"> <li><b>Level: 2</b></li> <li><b>Leadership Objectives</b></li> </ul>	<p>This elective seeks to equip Rising Stars with the necessary transferable skills to bolster their competitiveness and achieve their goals of excellence in academic, professional or personal contexts. In the first part of the elective, Rising Stars will reflect on what success means to them and develop their decision-making efficiency, which will help them set appropriate goals and expectations for themselves. “Stretching Your Brain” will subsequently enable Rising Stars to develop their intellectual flexibility and brain muscle capacity. A growth-oriented mindset will allow them to become more enduring in their endeavor, to absorb more, perform better and reach their goals faster. On a different note, “Power and Perception” will seek to raise Rising Stars’ awareness of the various forces and power dynamics that surround them, and how to navigate them in order to achieve success.</p>
LO1   Self-awareness and Purpose	
LO4   Action and Risk-taking	
<ul style="list-style-type: none"> <li><b>Leadership Lessons</b></li> </ul> <p>“Defining Success”  “Decision-making”  “Stretching Your Brain”  “Power and Perception”</p>	

CRAFTING YOUR OWN EDUCATIONAL TOOLS	
<ul style="list-style-type: none"> <li><b>Level: 3</b></li> <li><b>Leadership Objective</b></li> </ul>	<p>In the continuation of the intermediate-level elective “Educating Yourself”, “Crafting Your Own Educational Tools” will engage Rising Stars with various means of reinforcing their autonomy and aptitude as lifelong learners. In the first Leadership Lesson of this elective, Rising Stars will reflect on how to enhance their brain muscle capacity and learning efficiency. “The Growth Mindset” will teach them how to maintain a learning state of mind. In order to become the proactive architect of one’s own life, it is in fact crucial to nurture the conviction that skills and intelligence can be developed. “Intergenerational Connections” will then allow them to appreciate how past generations can be powerful sources of knowledge. The elective will conclude with a discussion on the value of technology and media as learning tools.</p>
LO1   Self-awareness and Purpose	
<ul style="list-style-type: none"> <li><b>Leadership Lessons</b></li> </ul> <p>“Stretching Your Brain”  “The Growth Mindset”  “Intergenerational Connections”  “Technology, Media, Me”</p>	

LEADING YOUR LIFE RESPONSIBLY	
<ul style="list-style-type: none"> <li>• <b>Level: 3</b></li> <li>• <b>Leadership Objective</b></li> </ul>	<p>The first half of this elective will be dedicated to building Rising Stars' confidence by familiarising them with the practice of self-acceptance. In so doing, they will gain a comprehensive knowledge of their assets and limits, which a necessary first step towards self-leadership. The elective will then conclude with a reflection on the behaviors and routines that can allow Rising Stars to live responsibly and successfully, and to keep themselves on track.</p>
LO1   Self-awareness and Purpose	
<ul style="list-style-type: none"> <li>• <b>Leadership Lessons</b></li> </ul> <p>“Self Worth”            “Be your own hero”            “Habits and Routines I”            “Habits and Routines II”</p>	

CHALLENGING THE STATUS QUO	
<ul style="list-style-type: none"> <li>• <b>Level: 3</b></li> <li>• <b>Leadership Objectives</b></li> </ul>	<p>“Challenging the Status Quo” seeks to develop Rising Stars' propensity to recognize and confront social injustice. The elective will begin on an introspective note by leading them to understand their social identity and its ability to affect their life journey. Empowered with this strengthened sense of self-awareness, Rising Stars will then enter a larger reflection on social discrimination. Using their ethical and empathic potential, they will explore the effects of internalised, relational and systemic bias against certain identities and social groups in “Locating Hate”. In the third lesson of this elective set, Rising Stars will capitalize on the knowledge of norms and social behaviour acquired through the previous two LLs and reflect on how it can be used to take action and induce social change. To conclude, Rising Stars will engage with the social factors limiting women's presence in the media, and reflect on how to challenge representations of women narratives that are misleading or unfairly biased.</p>
LO1   Self-awareness and Purpose	
LO2   Ethics, Empathy and Integrity	
LO3   Communication and Influence	
LO4   Action and Risk-taking	
<ul style="list-style-type: none"> <li>• <b>Leadership Lessons</b></li> </ul> <p>“Social identity”            “Locating hate”            “Behavior change and norms”            “Women in the media”</p>	

DEVELOPING RELATIONSHIPS AND NETWORKS	
<ul style="list-style-type: none"> <li>• <b>Level: 3</b></li> <li>• <b>Leadership Objective</b></li> </ul>	
LO1	Self-awareness and Purpose
<ul style="list-style-type: none"> <li>• <b>Leadership Lessons</b></li> </ul> <p>“Empowerment Through Female Friendships”            “Active Listening/ Listening is Activism”            “Creating a Global Leadership Network - Part 1”            “Creating a Global Leadership Network - Part 2”</p>	
<p>“Developing Relationships and Networks” aims at developing Rising Stars’ empathy and communication skills in order for them to build beneficial networks and fulfilling relationships in their lives. This elective emphasizes how these skills are not only important on a personal level, but are essential for connecting with fellow activists on a global level. “Empowerment through Female Friendships” shows Rising Stars the benefits of developing meaningful relationships with the women in their lives and teaches them how to see women as their allies. In “Active Listening/ Listening is Activism,” the Rising Star develops skills to become a better listener, and learns how listening is crucial to developing activist networks. In “Creating a Global Leadership Network” which is comprised of two leadership lessons, the Rising Star utilizes the skills she learned from the first two leadership lessons to develop a global leadership network with Rising Stars throughout Asia.</p>	

WORKING SMART: FINDING BALANCE AND MOTIVATION	
<ul style="list-style-type: none"> <li>• <b>Level: 2</b></li> <li>• <b>Leadership Objective</b></li> </ul>	
LO1	Self-awareness and Purpose
LO2	Ethics, Empathy and Integrity
LO3	Communication and Influence
LO4	Action and Risk-taking
<ul style="list-style-type: none"> <li>• <b>Leadership Lessons</b></li> </ul> <p>“The Happiness Advantage”            “How to Break a Bad Habit: Procrastination”            “Stop Killing Time! –Why and How to Increase Productivity”            “Self Care: Knowing When to Step Back”</p>	
<p>This elective gives Rising Stars the tools they need to find balance and motivation in their work. “The Happiness Advantage” teaches Rising Stars and mentors how to make their brains perform significantly better by increasing positivity in the present. “How to Break a Bad Habit: Procrastination” and “Stop Killing Time! –Why and How to Increase Productivity” allow the Rising Stars to reflect upon why they may procrastinate and why time management is important, helping them to develop the skills they need to become more motivated and efficient in their work. Finally, “Self Care: Knowing When to Step Back” teaches both mentors and mentees how to incorporate self-care into their everyday lives, helping them feel more happiness in their lives and motivation in their work. Ultimately, this elective is about realizing that we are human and learning how to work with, not against, the personal and the emotional. Learning how to be happy with the work you do is essential for making your success sustainable in the long run.</p>	

## PROFESSIONALISM

<ul style="list-style-type: none"> <li>• <b>Level: 3</b></li> <li>• <b>Leadership Objective</b></li> </ul>		<p>This elective teaches the Rising Star practical skills that are essential for navigating the professional world. Each lesson takes the Rising Star a step closer to getting a job. First, “Professional Writing” teaches the Rising Star how to write assertively and confidently to potential or current employers. They then can hone these writing skills in “LinkedIn: Building Your Personal Brand,” which teaches the Rising Stars about personal branding and how to use LinkedIn to build their personal brands. “The Interview” allows the Rising Star to learn and practice job interview skills with her mentor. Finally, “The Art of Negotiation” teaches Rising Stars how to assert their self-worth and negotiate for their personal interests with future employers and clients.</p>
LO1	Self-awareness and Purpose	
<ul style="list-style-type: none"> <li>• <b>Leadership Lessons</b></li> </ul> <p>“Professional Writing”  “LinkedIn: Building Your Personal Brand”  “The Interview”  “The Art of Negotiation”</p>		

## 4.2 What could your Leadership Development journey with Wedu look like? A practical example

To help Rising Stars and mentors acquaint themselves with the structure of our curriculum, here is brief illustration of how it can be navigated.

