

LEADERSHIP | PROFESSIONALISM | COMMUNICATION

RYLA LEADERS TRAINING



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THE RYLA LEADERSHIP EXPERIENCE

As leaders of leaders, it is important you have what you need to be successful. You shine as a light to others. Thank you. This workbook invites you to reflect and engage in your leadership journey and the key focuses are:

Leadership
Professionalism
Communication



WHY RYLA?

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- WHY ARE YOU HERE AT RYLA AS A LEADER?**
- HOW HAS YOUR LIFE BEEN TRANSFORMED BY BEING PART OF RYLA?**
- WHAT DO YOU FIND "EASY"/"HARD" ABOUT BEING A RYLA LEADER?**
- AS A PARTICIPANT OF RYLA, WHAT WAS MOST IMPORTANT FOR YOU?**
- IN YOUR MIND, WHAT IS THE PURPOSE OF RYLA?**



RYLA'S PRIME DIRECTIVE

Once you have a chance to immerse yourself into the purpose and “why” behind RYLA, you may collectively determine your prime directive for your upcoming RYLA and use it as a guiding light for your leadership actions.

PRIME DIRECTIVE

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BE THE
INSPIRATION



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COMMON RYLA CHALLENGES

RyLA is an exciting, transformative, and intense experience. Because of this, there are challenges that will come up. Knowing how to engage with the challenges rather than avoid them is a strong leadership attribute that you will be modeling for others.

An easy acronym that may remind us of the process for engaging with challenges is EAT:

E: Embrace | Engage

A: Awareness | Action

T: Transformation

Embrace | Engage

We can't solve problems by pushing them away or ignoring them. It is important to explore, examine and engage with the challenges that come up, and an important first step is to discern the challenges that are in the scope of your roles and your strategies as well as the challenges that should be directed to others. In your scenarios, explore responsibilities and appropriate actions.

Awareness | Action

Once there is a better understanding of the presenting challenge, awareness leads to action. By exploring some common scenarios, discuss a variety of options on actions and discuss the ripple effects that may come about. Later in the workshop, we will add to the strategies and options, and reflect on when and how to engage. Collectively bringing awareness to each other will enable greater flexibility and resilience when approaching challenging situations.

Transformation

Believe it or not, the hardest part of the work of dealing with challenges is in the first two steps and the easiest is to go through the transformation naturally. Notice how individuals, teams, groups, and communities change when you engage with consciousness in your actions.

SCENARIOS

In addition to your scenarios, here are some options to explore:

- A RyLA participant discloses, for the first time, that they were abused two years ago by a family member they are still living with
- A RyLA participant is so inspired by RyLA, that they are going to change their focus at school completely and follow a different career path
- A RyLA participant becomes attached to you as a leader and won't talk with anyone else
- A RyLA participant engages in the majority of talking in workshops and others are getting frustrated
- A RyLA participant wants to know more about becoming a leader, but their behaviours at the camp have you doubt their ability and focus

LEADERSHIP

Leadership is a large topic. It also has a simple essence: there is a vision and individuals are guided to that vision. **Leadership can be done individually and also collectively.** Your role as leaders in RYLA is to guide and mentor future leaders as they engage in their leadership journey. In addition, you will also be supporting each other on your developing leadership journeys. Having **your prime directive as a guiding light** may aid you in discerning what is part of your leadership responsibilities and what falls outside of that scope. As participants engage in the enriching and real environment that you are providing, areas outside leadership may come up that include personal situations, relationship issues, and innumerable aspects that will be out of your scope. It is important to **acknowledge whatever comes up and point people in a direction that will serve them.** As a RYLA leader, you are also a **transitional leader** - you are with the participants for a short transitional time on their journey and part of **your responsibility is to enable them to continue their journeys without you.**

PROFESSIONALISM

What exactly does “professionalism” entail? This is a worthwhile discussion topic as it will be heavily layered by the variety of perceptions that will come to the table. In addition to some of your collective insights, some areas to explore around professionalism include engaging in the following principles:

- Bringing the highest level of consciousness to the table
- Ensuring all engaged are represented and honoured
- Keeping the prime directive at the forefront of awareness
- Respectfully managing the energy of all, including yourselves
- Compassionately knowing that we all have different backgrounds and perspectives

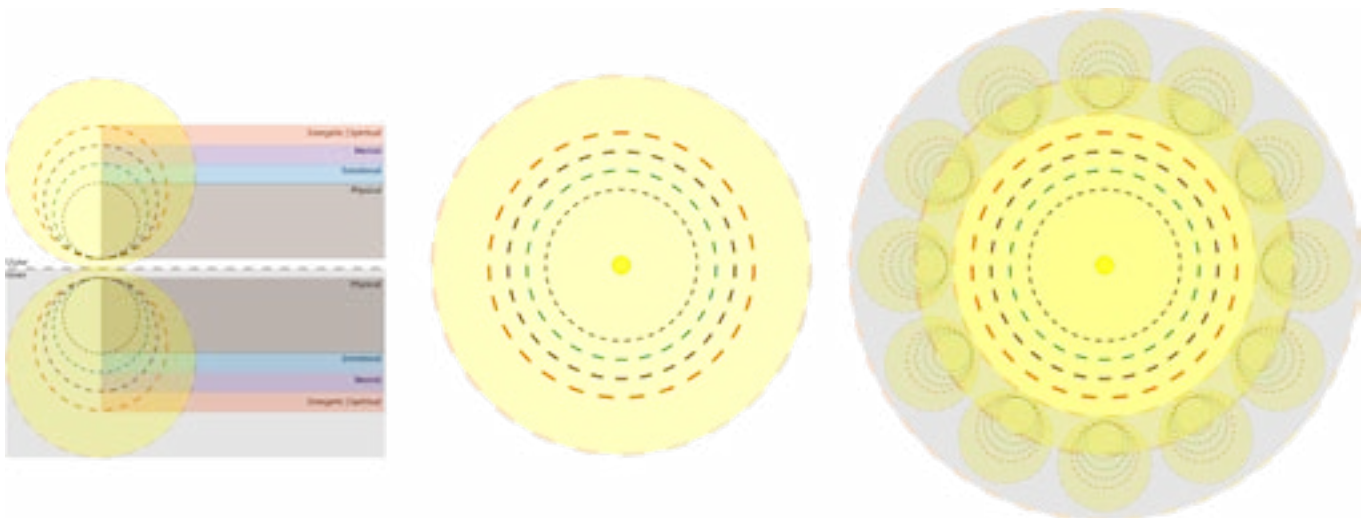
Explore what professionalism means to you and to those around you. Then, explore how to make your insights actionable.

COMMUNICATION

When people complain about problems in their world, the majority of the time it involves other people and communication. Because communication involves relationships and interconnected understanding, it is never easy. On top of that, we have been trained and conditioned with many messages that have been framed in one way and are often not applicable with other people, cultures, to a variety of situations, or what is natural and healthy. At RYLA, participants often find themselves, sometimes for the first time, in an environment where they may have authentic conversations and truly be heard. This is so refreshing. **Enabling true, real, and meaningful conversations and experiences is one of the greatest gifts of RYLA** on the journey to leadership and releasing the natural potentials of people into embodying their strengths and attributes. It is also an area that can be difficult to integrate into lives once participants leave RYLA and go back to their regular environments. The next section will illustrate a **regenerative matrix** that gives insight into how we engage and communicate and enable participants to bring the worthwhile experience of RYLA back home with them.

“A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.” - Lao Tzu

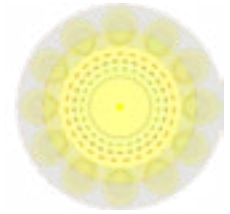
REGENERATIVE MATRIX



We are all interconnected systems both inside and out. The regenerative matrix can be used as a reflection tool to ensure that we are taking care of our inside personal world as well as our outer social environment. The areas that occur in both systems include our wellbeing - physically, emotionally, mentally, and energetically/spiritually. These areas can be explored personally (inner world) as well as how we engage with them in our environments (outer world). The following principles apply:

- We are interconnected and influence all interconnected aspects
- Our inner worlds reflect in the outer world - sometimes with a “mirror effect”
- We are constantly in motion and processing (emotions fit in here)
- We are at an intersection point where we are part of a greater whole outside ourselves and we have, within ourselves, many systems and parts
- Natural patterns are evident in both our inner and outer worlds
- Patterns occur correlationally across spectrums

GRUG CASE STUDY



To illustrate the collective effect of individuals and their energy as a whole and the impact possible, here is a little story...

Once upon a time, a number of years ago...

An amazing group of individuals came together - over 100 teenagers and a few dozen older. They had an amazing three days exploring their inner worlds, their outer worlds, and how to bring that all together. It culminated on the last day of co-creation. In a circle, they all tuned into the experiences, much like an orchestra tuning their instruments. Then... they all played their collective note by engaging in a grug (group hug). The circle got tighter, the intensity increased and they crescendoed with a jump. It literally brought the house (or cabin - the one in the picture below) down.

There is power in collective harmonic action.

COMMUNICATION GUIDELINES - BELIFE

To engage in authentic communication is powerful and here are some guidelines to enable healthy real communication.

					
B Being	E Engage	L Listen	I Inside-Out	F Facilitate	E Ecosystem



CLOSING ACTIVITY CREATION

PURPOSE

OPTIONS

CRITERIA

OUTCOME DESIRED

DECISION

NOTES

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**“THE TASK OF LEADERSHIP IS NOT TO PUT
GREATNESS INTO HUMANITY, BUT TO ELICIT IT, FOR
THE GREATNESS IS ALREADY THERE.”**

- JOHN BUCHAN

NOTES

CHECKLIST OF STRATEGIES

- 1 ADVISE PARTICIPANTS OF PROCESS**
 - chaos to order | discomfort to comfort and rotating
 - real/natural vs. programmed/normal
- 2 SHARE GUIDING DIRECTIVE OF RYLA**
- 3 EXPLAIN ROLES AS TRANSITIONAL LEADERS**
- 4 DISCUSS LEADERSHIP AND/V.S. THERAPY**
- 5 DISCUSS KEY STRATEGIES FOR REAL COMMUNICATION**
- 6 PROVIDE SUPPORT RESOURCES AS NEEDED**
 - <http://redbookonline.bc211.ca/>
- 7 DEVELOP A CUSTOMIZED "TAKE HOME" TOOLKIT**
- 8 PERSONAL NOTES**

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**BE THE
INSPIRATION**