

Fellows Program Overview

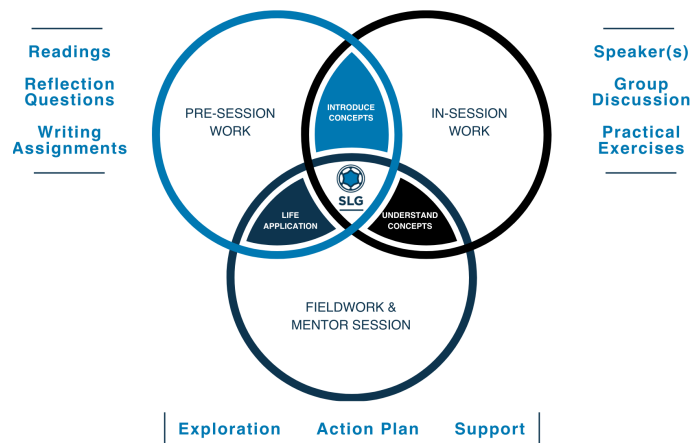
The Fellows Program enables mid-career professionals to take a holistic view of the purpose of their leadership, sharpen their emotional intelligence, and develop the skills needed to cultivate a team that produces superior results. Candidates must be willing to self-reflect, grow, and change.

Our leadership perspective is a systems-based approach grounded in three basic precepts that set the foundation for equipping courageous leaders to develop a courageous and high-performing team:

- Leadership and followership are defined by character and are relational in nature.
- Character is shaped by a timeless and transcendent set of core virtues.
- Selfless courage and service to others is not a style of leadership, but learned behavior.

The Fellowship includes:

- A copy of [Swing: Elite Leadership for High Performing Teams](#)
- Difference Makers Program Guidebook
- Pre-work Assignments
- Emotional Intelligence (EQ-i) Assessment
- EQ-i Coaching Session
- Large Group Cohort Sessions
- Fieldwork (Life Application)
- One-on-one Mentorship



I would say you should absolutely join SLG. The sense of community, the network of leaders, the readings, and the discussions will push you to think about how you are being the best leader and serving your team. SLG arms you with a mentor and a cohort of like-minded individuals to help you succeed on your journey.

- Caitlin A., SLG 23 Fellow, Military

What an amazing opportunity to explore oneself, the team, leadership, and the synergy of the three. If anything, if more leaders followed this model, we would have a better world. The opportunity is worth the investment.

- Aaron C., SLG Fellow, Engineering

Difference Makers Program

Module	Objectives
1. Journeying Together	Leaders get to know one another, create connections, and understand the journey they are going to go along with the group that is traveling with them. This session sets the foundation for the work they will do together.
2. Preparing to Lead	Leaders understand how to determine their 'WHY' and start working with their understanding of the interdependence of the leadership - followership relationship. Additionally, they will start to know and identify the specific behaviors or LITER virtues as well as self-assess their own level of alignment with them.
3. Preparing to Change	Leaders understand the relationship between leadership and followership as well as the importance of core, LITER virtues, character, and well-being. All of which is necessary for preparing for change while considering a change model to make it possible and effective
4. Creating a Plan	Leaders understand what emotional intelligent behaviors are as well as how to use EQ-i to assess LITER virtue behaviors for the purpose of developing a plan to balance and strengthen them.
5. Cultivating a Healthy Team	Leaders understand how to see the signs of an unhealthy environment in an effort to create the action necessary to get it to a healthy one. While understanding what goes into a team identity and how to keep creating and cultivating that as well.
6. Seeking Excellence	Leaders understand organizational performance and how to use the change model to identify what and where change is needed. They understand the different responses to change and how to use the SLG Model to ensure organizational excellence.
7. Achieving Swing	Leaders understand how to use the SLG's Elements of E* in identifying, diagnosing, and delivering a plan of change to real-life case study.
8. Becoming an E* Team	Leaders understand how to keep tension among the different parts of the leadership-followership system and see how to come back from mistakes and setbacks.
9. Commencement	Leaders enter this last session reflecting on their learnings, reconnecting to their why, and sharing their plan to develop their team over the following six months.

The Severn Leadership Group Difference

	Characteristics of Many Leadership Development Programs	Severn Leadership Group Distinctives
Timeframe	From 1-2 days to a few months	5-month program
Behavior Change Theory	Personal alignment with or adherence to Values via information transfer	Personal transformation and behavior change through alignment to Virtues
Focus of Outcome	Understanding of leadership with emphasis on personal growth and development	Understanding of Leadership and Followership with emphasis on cultivating teams
Psychology	Values Based Positive Psychology & Personality Style (DISC, MBTI, CVI, etc.) Values driven Harvard Human Flourishing Model	Behaviors Based Emotional intelligence (EQi)
Coaching or Mentoring	Short-term or long-term coaching – focused on action in the workplace	Long-term holistic mentoring focused on character formation (Virtues), team culture , and accountability for team action through the application of EQi
Theory	Academic & Theoretical Providing information	Research Based (or Evidence Based) and Experiential. Providing formation
Cohort Format	No cohort, or short-term cohort – Led by teacher/facilitator	Learning in a cohort of like-minded leaders, facilitated by a credentialed SLG program manager and reinforced by SLG Certified Mentors long after the program is completed
Community	Varies based on the program. Typically, no mechanism for long-term commitment to future growth and development	An active mechanism for continued learning and support through the SLG Alumni Network
Results	Participants: <ul style="list-style-type: none"> Learn some new skills focused primarily on individual growth Implement checklists and procedures that may not be relational or transforming 	SLG Fellows immediately put into practice: <ul style="list-style-type: none"> Leading from a strong foundation of timeless and transcendent Virtue Establishing a healthy team culture A focus on team performance rather than individual Team engagement in solving problems and advancing an organization

Spring 2024 Dates

Session	Groton	National Virtual	Annapolis
1	2/1/2024	2/20/2024	2/21/2024
2	2/15/2024	3/5/2024	3/6/2024
3	2/29/2024	3/19/2024	3/20/2024
4	3/14/2024	4/2/2024	4/3/2024
5	3/28/2024	4/16/2024	4/17/2024
6	4/11/2024	4/30/2024	5/1/2024
7	4/25/2024	5/14/2024	5/15/2024
8	5/9/2024	5/28/2024	5/29/2024
9	5/23/2024	6/11/2024	6/12/2024

Get started at: <https://www.severnleadership.org/fellows-program>



Apply

Fill out a short application to get started



Introduce yourself

Upload a short bio and profile picture



Watch your inbox

We will contact you with next steps