



# SPECIAL OLYMPICS LEADERSHIP ACADEMY

## LEADER I WORKSHOP MANILA, PHILIPPINES MARCH 27-30, 2023



Special Olympics Leadership Academy held its first-ever Unified Leader I workshop for the Asia Pacific Region inclusive leaders. The workshop included 8 neurodiverse participants supported by their mentors. Leader I workshop aims to equip the participants with practical skills, tools and mindsets themed around self-leadership. The workshop is framed around Special Olympics Unified Leadership competencies GRIT and ACCOUNTABILITY.



**41 PARTICIPANTS**  
Including 8 participants with IDD

13 countries

- Australia    India
- Fiji            Indonesia
- Malaysia    New Zealand
- Pakistan    Singapore
- Guinea      Philippines
- Samoa       Vietnam
- Singapore   Marshall Islands
- Papua New Guinea

### PRESENTERS

The Academy content is delivered by external facilitators who share their expertise and unique delivery methods to provide the optimal learning experience and onsite coaching for the participants. Sincere thanks and appreciation to the Academy facilitators for their time and contributions:

- **Susan Mackie**, Co-Founder, Growth Mindset Institute (Australia)
- **Angela Carter**, PhD, Clemson University (USA)
- **Raju Venkataraman**, Founder, Ecsel Consulting (Singapore)
- **Avenish Prasad**, Head, Customer Value & Transformation, Google (Singapore)
- **Malyn Molina**, President & COO, EON Group (Philippines)
- **Chris Morris**, Head, NGO and Civil Society Center, ADB (Indonesia)
- **Akiko Thomson-Guevara**, Board Chair, Special Olympics Pilipinas
- **Alexander David Soriano**, Board Member, Special Olympics Pilipinas

### SPECIAL GUESTS

We are grateful to Bank of America support of the Academy and its staff who joined us to provide their expertise and coach the participants:

- **Juel Bragg**, SVP, Employee Relations, BoA APAC
- **Chaitanya Nagina**, Director, Compliance & Operational Risk, BoA APAC
- **Norman Valera**, BoA Manila Office
- **Jandell Romblon**, BoA Manila Office

“ It was refreshing to see your team slow things down and break certain items up for our athlete leaders. This was done in a genuine, professional way, and not a ‘tokenistic’ way as is often the case with many organizations I work with in.

*From workshop evaluation*

“ The six sessions were expertly delivered and highly engaging, making the content relevant and applicable to all participants. The ample time provided to process and internalized the information helped to challenge current ways of operating and develop new strategies.

*From workshop evaluations*





### STRUCTURE

Leader I learning experience is designed based on **adult learning** principles and incorporates **blended learning** approach.

The participants completed pre-workshop **self-learning** phase, watching videos on Inclusive Leadership and selecting leadership quotes that were built into ice-breaker exercises.



### DELIVERY

The Leader I workshop objective is to equip the participants with knowledge and skills for being effective self-leaders guided by the Unified Leadership competencies. There were 6 learning topics offered to the participants, each tying to UL competencies:

- Growth Mindset
- Leadership Styles
- Biases as Barriers to Inclusion
- Implementing & Facilitating Unified Leadership
- Grit and Resilience
- Personal Productivity

As a Unified Workshop, the delivery format was a combination of sessions where people with and without ID learned together and separately. In addition to the learning sessions, the workshop provided ample reflection and self-discovery opportunities, including action plan coaching and peer learning elements.



### NEXT STEPS

Each participant is completing an **Action Plan** designed to ensure the application of the Academy content to each leader's unique leadership role and environment.

Participants receive access to the online learning platform – **Percipio**, where they can continue **self-guided** learning using the **curated** and self-selected content.

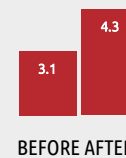
The workshop will be followed group check-in sessions.

### EVALUATION

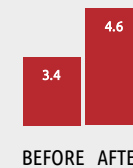
Participants completed **workshop evaluation** ranking their skills, conviction, understanding of the material covered (1-5 evaluation scale).

Participants evaluated Academy contribution to: Special Olympics development at **4.7**; to achieving better results as leaders at **4.6**; application of skills into action in their roles at **4.6**

#### SKILLS



#### CONVICTION



#### UNDERSTANDING



### PARTNERSHIPS

This Academy experience was made possible thanks to the generous support of Bank of America.

Thanks to our ongoing partner Skillsoft, Special Olympics Asia Pacific and Special Olympics Pilipinas.

