



**WHAT URBAN PLANNERS AND
COMMUNITY DEVELOPMENT PROFESSIONALS
SAY ABOUT *LEADING FROM THE MIDDLE***

"On the job, the program's principles and tools have been useful for pushing an agenda forward and for working more productively with colleagues."

"Before I assumed that all leaders had... a certain stereotype: charismatic, energetic. Now I realize that all people have the potential to be leaders in different ways and that there are different kinds of leadership."

"This program has definitely raised my consciousness of the difference between managing and leading; it is challenging me to separate the busy work that makes me efficient from the kind of work I really need to do to be effective."

"I have approached current, unforeseen challenges quite differently than I have in the past. I have encouraged (senior-level staff) to allow us to open dialogues with stakeholders and seek viable solutions."

"I have begun to identify opportunities to let go of older paradigms and allow/encourage leadership to emerge from the well spring of resources that exist in business and community relationships. I have become a better listener and have learned to ask better questions to surface true needs versus pre-conceived needs."

"I was afraid of being marginalized by a new program at my work, but I was able to keep myself relevant by making the goals of my program central to the new program."

The above are what 2005 graduates of Leading from the Middle said in their course evaluation. This class included project managers, department directors, and executives from the private, nonprofit and government sectors. The evaluation shows that participants substantially developed their ability to manage conflict, build teams, build their own and others' leadership capacities, and manage in diverse and dynamic situations. **Graduates said that almost half of what they know about leadership today they learned in Leading from the Middle.**

If you want your mid-level employees to be more efficient, effective and productive, Leading from the Middle is worth your investment. If you endorse your employee's application, we will work with you to identify projects the employee can work on to benefit your department, division or organization. **But you'll need to act soon. Applications are due April 14.**

Please visit <http://www.theleadinginstitute.org/lm> to learn more. Or contact TLI Director Leonardo Vazquez, AICP/PP at 732-932-3822, x711 or info@theleadinginstitute.org.