

International Leadership Programme Information for Applicants

Thank you for your interest in the International Leadership Programme! We hope this document provides some more information and we look forward to receiving your answers to our application questions.

Mosaic's International Leadership Programme began in 2009 to help develop leadership skills, highlight global issues and equip young people to become involved in their local community.

Around 80 International participants are chosen through a rigorous selection process, originating from 18 different countries, including; Afghanistan, Algeria, Azerbaijan, Bahrain, Bangladesh, Egypt, Indonesia, Iraq, Jordan, Malaysia, Morocco, Oman, Pakistan, Qatar, Saudi Arabia, Turkey, UAE and the UK.

The 12-month programme starts with the International Summit, which brings together 80 international young leaders aged 25-35 to participate in a two-week residential training conference, featuring world-renowned leadership trainers and speakers. The Summit includes leadership skills workshops, inspirational sessions on global issues such as poverty and sustainability, and visits to projects in the local area which demonstrate leadership in action.



Following the Summit participants return home and are matched with a Mosaic mentor who supports them to write a personal 'Action Plan' outlining how they will put their learning into action in their local community. Participants report to Mosaic and their mentor on their progress against targets set in their Action Plan for 12 months following the Summit. It's during this period that the participants' newly learned skills and leadership abilities are put to use and their community starts to see the benefits.

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We are looking for participants who are committed to putting what they learn into practise over the course of the 12 months following the Summit. Our ultimate aim is for participants to use their leadership skills to have a positive impact in their local community. Previous participants' Action Plans have included projects as wide ranging as running employability skills workshops in Algeria, establishing a mobile library service in rural Indonesia and a women's financial empowerment project in Iraqi Kurdistan.

What happens at the Summit?

The programme begins by gathering all of the participants together for the Summit, a period of intense residential training, featuring world-renowned speakers, leadership workshops, and project visits which enable participants to observe examples of leadership in action. This will run from 18th – 29th May 2015 in the Middle East.

The Summit promotes an interactive and modern learning environment. Sessions are led by a variety of contributors including academics, business leaders and representatives of other organisations. There will be a full programme which all participants must participate in; most learning sessions will be scheduled from 0900 – 1700. There will be social activities arranged during some evenings; these are designed to provide an informal opportunity for networking and cultural exchange, and to meet a range of people. There will be also some free time for participants to explore and relax. Apart from the designated free time, participants may not leave the Summit in order to fulfil other commitments such as business or family arrangements.

Some elements of the Summit will involve all participants, whilst some sessions will divide participants into smaller groups. Male and female individuals and those from different countries are expected to mix together and participate actively in debates, presentations and small group tasks. Participants are expected to travel to the Summit unaccompanied; it is not possible for Mosaic to accommodate any family or friends.

Mosaic makes all arrangements for travel, accommodation, and meals, to an adequate but not luxury standard; a realistic expectation is that of average university provision. Participants will have their own single bedroom.

How will I be supported after the Summit?

Support of participants is focused around a personalised Action Plan and one-to-one mentoring relationship. The purpose of the Action Plan is to provide a framework for participants to implement their learning following the Summit. At the Summit, there will be sessions dedicated to discussing the best way to write an Action Plan and how to manage ongoing personal development. Examples of successful Action Plans, and what other participants have achieved as a result of the programme will be explored.

Participants will each be matched with a Mosaic mentor following the Summit. Introductions will be facilitated by Mosaic and guidance will be given to both mentors and participants about how to get the most out of the mentoring relationship. Most of Mosaic's mentors are based in the UK, so participants should expect to be in touch with their mentor via virtual means (email, skype or telephone). The role of the mentor is to support the participant in writing an Action Plan that is SMART (specific, measurable, achievable, realistic and time-bound). Mentors offer support and guidance in achieving the aims that participants set out in their plans over a 12 month period.

Action Plans are submitted to Mosaic and feedback is provided. Participants are expected to update Mosaic by email every three months on the progress made against their plan, with an annual report written at the end of the 12 month period.

Frequently asked questions

Can I apply if I live in a country which isn't on the eligible list? No. We have had to choose a limited number of eligible countries where we have existing networks. We cannot accept applications from individuals in other countries.

I have a passport from an eligible country but I don't live there. Can I apply? No. We have made it compulsory that applicants must be a national and resident in the same eligible country because we want

participants to have a positive impact in these countries. This aim would not be achieved if we accepted participants who are living/working outside of eligible countries.

How much will it cost? Mosaic is a charity and not a rich organisation. There are significant costs associated with the International Leadership Programme, some of which will be the responsibility of participants – these will be made clear (together with practical arrangements such as flights and visa applications when participants are appointed). At this stage, we do not require information about your financial situation and Mosaic does not wish to discourage any applicant who faces financial difficulty – bursaries will be available to support those who need them.

What makes a successful application? We have written very clear advice on what we need you to demonstrate in your application, please read the rest of this document. Mosaic is looking to recruit a diverse range of participants; male and female, from a wide range of backgrounds, urban and rural, representing different professions and experiences. We particularly wish to give opportunity to those who have not previously experienced any leadership training or overseas travel.

Is this a religious or political Programme? No. Mosaic has no religious or political affiliations. Mosaic's mission is to create opportunities for young people from all backgrounds. The programme will not include any religious content but there will of course be suitable arrangements made at the Summit, for example halal food will be available, and prayer times will be catered for in the programme as far as possible. If you have any other requirements, please inform us and we will cater for them.

How to apply

Please note the eligibility criteria for the programme:

- Age range as of 18th May 2015: 25–35 years
- A national and resident of Afghanistan, Algeria, Azerbaijan, Bahrain, Bangladesh, Egypt, Indonesia, Iraq, Jordan, Malaysia, Morocco, Oman, Pakistan, Qatar, Saudi Arabia, Turkey, UAE or UK.
- Able to be at the Summit in May 2015. You will need to have a valid passport and ability to apply for a visa. Participants are responsible for arranging both of these.
- Fluent English (all elements of the programme will be conducted in English)

You need to answer all questions in the application form – we won't consider incomplete forms. Please pay careful attention to the word limits we have imposed; we want your answers to be concise and will not consider responses which exceed the maximum length.

Firstly, you will be asked for details including your age, nationality, contact details, a short work history and study history, your career aspirations (100 word limit) as well as contact details for 2 referees who we will contact should you be offered a participant place.

Secondly, you will be asked some questions to assess what impact the programme could have on you. The questions you will be asked are:

- 1) Please give an example of a time when you have changed a situation – it could be in your workplace, community or personal life. What skills did you use to bring about change? (200 word limit)
- 2) From the list of competencies below, which one do you most want to develop? Please describe below what benefit it could bring to you and your community. (200 word limit)
 - a) The drive and initiative to seize new opportunities, and the resilience to continue when difficulties arise.
 - b) Having a strong and/or growing sense of self-awareness, and the ability to use this awareness to get the best from ourselves.
 - c) The ability to engage and work with different people from different backgrounds, providing them with inspiration, a clear vision and strong communication.
 - d) Having a genuine openness to new experience and a readiness to listen to others, in order to continue to learn throughout career and life.
 - e) Working with humility and integrity, and being highly reliable and trustworthy in all aspects of life.

- 3) Can you give an example of how a global issue is currently affecting your own local community? (200 word limit)
- 4) Can you give an example of where a positive attitude has enabled you to overcome a challenge? (200 word limit)

Please read the table below before you complete the application – the table includes the competencies we wish to see demonstrated in your answers.

| Aims for delegates | What will the programme provide? | Leadership competencies | What are we looking for in applicants? |
|--|---|--|--|
| <p>To develop leadership ability</p> <p><i>(specifically in the competencies we define in column 3)</i></p> | <p>Leadership skills sessions which are aimed at developing the key leadership competencies</p> | <ol style="list-style-type: none"> 1. The drive and initiative to seize new opportunities, and the resilience to continue when difficulties arise. Having a strong and/or growing sense of self-awareness, and the ability to use this awareness to get the best from ourselves. 2. The ability to engage and work with different people from different backgrounds, providing them with inspiration, a clear vision and strong communication. 3. Having a genuine openness to new experience and a readiness to listen to others, in order to continue to learn throughout career and life. 4. Working with humility and integrity, and being highly reliable and trustworthy in all aspects of life. | <p>People who can articulate what value the leadership training will add to them and their communities – whether or not they've experienced this type of training before.</p> <p>People who display some of the competencies or understand their importance and have potential/desire to develop them.</p> |
| <p>To aspire to be an agent of change</p> | <p>Inspirational speakers who have made a change that has had a significant positive impact. Project visits which demonstrate community leadership in action.</p> | <ol style="list-style-type: none"> 1. Has a vision of a better future and conveys this to others in a way that is persuasive and compelling. 2. Demonstrates passion, | <p>Passionate people who understand the power of positive thinking. Either those who have already made some small positive impacts on their communities and who</p> |

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| | | <p>positive thinking and a readiness to take personal action to make change.</p> <p>3. Has the personal resilience and tenacity to confront challenges and deal with others' concerns and resistance.</p> | <p>would like to develop it further, or those who have yet to take local action but have tangible plans to do so.</p> |
| <p>To develop awareness of key global issues</p> | <p>Powerful and relevant input to raise awareness of key global issues, with speakers and group exercises</p> | <p>Interest in global issues and their connectivity and relevance to everyone, wherever they live.</p> | <p>Those who have an interest in global issues and who want to learn more.</p> <p>Those who can give a local example of a global issue</p> |

Thank you for your interest in the International Leadership Programme, we look forward to receiving your application.

Please see our website for all further information www.mosaicnetwork.co.uk/ILP