



Hnub Tshiab
Hmng Women Achieving Together

Hmng Women's Leadership Institute
2012-2013 Application

PROGRAM INFORMATION

Purpose of the Program:

Hmng Women's Leadership Institute provides emerging Hmng women leaders with the opportunity to develop their leadership in a supportive, nurturing environment. Twelve (12) women will be selected to participate in culturally appropriate leadership development training from January 2013 through May 2013. Participants will learn how to use and practice their leadership in a way that creates lasting change on a personal, family, organizational, and global level. They will participate in a total of 1 orientation and team building weekend and 9 class sessions and will conduct a community action project with the Hmng community to build sustainable, systemic wide changes around social change, particularly gender issues.

Curriculum

The curriculum and program emphasizes HWAT's mission, which is to create lasting cultural, institutional, and social changes. The program is a combination of education, training, and community building. It combines personal leadership skill development, group discussions, case studies, group coaching, reflection, community action projects, and others. This year, we will implement a new cultural component to the leadership institute, which will compose of intentional learning activities about traditional practices, history of the Hmng people, and the Hmng language. Participants will also create personal leadership development portfolios that meet personal and professional goals. Guest speakers and facilitators in leadership will be an essential part of the HWLI workshops.

Curriculum is based on four levels of leadership:

- Personal Leadership: developing leadership understanding on a *personal* level
- Family/Clan Leadership: developing leadership within a family/clan system
- Organizational/Community Leadership: developing leadership to work within *organizations* and *communities*
- Global leadership: developing leadership to effectively address *global* issues

Applicant Selection Process

The program is limited to 12 participants who identify as Hmng women.

- ❖ All interested individuals will be expected to send in a completed application (with the non-refundable application fee of \$50) by Friday December 31th, 2012.
- ❖ During the weeks of January 1st the selection committee will contact applicants for a personal interview, to get a better sense of the applicants' interest and goals for HWLI.
- ❖ Selection and notification of all final participants will be done during the week of January 7th 2013.

Please submit all application documents including fee payments to:
Hnub Tshiab: Hmng Women Achieving Together
Attn: Kaohly Her, Hmng Women Leadership Institute
P.O. Box 14127, St. Paul, MN 55114



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Workshops are held on one Wednesday evening a month from 5:30 pm – 8:30 pm AND one Sunday a month from 2:00 pm – 8:30 pm from January 2013 – May 2013. **Below are important dates & times for the Hmong Women's Leadership Institute 2013 – please make sure you can commit to the following:**

- Orientation [Friday, January 18, 2013 from 5:30 pm to 8:30 pm] Dinner provided
- Team Building [Saturday, January 19, 2013 from 9:00 am to 3:00 pm] Breakfast & Dinner provided
- Session 1 [Wednesday, January 30, 2013 from 5:30 pm to 8:30pm] Dinner provided
- Session 2 [Sunday, February 10, 2013 from 2:00 pm to 8:30 pm] Dinner provided
- Session 3 [Wednesday, February 20, 2013 from 5:30 pm to 8:30 pm] Dinner provided
- Session 4 [Sunday, March 3, 2013 from 2:00 pm to 8:30 pm] Dinner provided
- Session 5 [Wednesday, March 20, 2013 from 5:30 pm to 8:30 pm] Dinner provided
- Session 6 [Sunday, April 7, 2013, 2:00 pm to 8:30 pm] Dinner provided
- Session 7 [Wednesday, April 24, 2013 from 5:30 pm to 8:30 pm] Dinner provided
- Session 8 [Sunday, May 5, 2013 from 2:00 pm to 8:30 pm] Dinner provided
- Session 9 [Wednesday, May 15, 2013 from 5:30 pm to 8:30 pm] Dinner Provided
- HWLI Banquet [Wednesday, May 22, 2013 from 5:30 pm to 8:30 pm] Dinner provided

The locations for the workshops and program materials will be provided upon acceptance into the program.

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PARTICIPANT EXPECTATIONS

Applicants must:

- Be 21 years of age at time of application
- Have leadership experience (formal/informal)
- Actively attend and participate in the Hmong Women Leadership Program training and activities. Participants cannot miss more than two (2) HWLI sessions.
- Attend the Hmong Women Leadership Institute orientation in January 2013 and Banquet in May 2013
- Commit to conducting a community action project for the Hmong community
- Participate in a follow-up evaluation of your experience within 3 months after the program ends
- Pay a one-time application fee of \$50 (Application Fee is non-refundable even if you are not accepted into the Institute. Please make check payable to: Hnub Tshiab)

Attendance policy:

- Participants are required to attend the orientation and the banquet.
- Participants must attend all sessions.
- Attendance at all workshops contribute enormously to your learning experience & to the growing relationships you'll have with your cohort, therefore please refrain from applying if you know you will miss more than 2 sessions.

Application Deadline Date: Friday, December 31th, 2012

ADDITIONAL MATERIALS REQUIRED

- Two letters of recommendation of which one must be from a supervisor/manager or someone who has seen you lead/manage
- A resume/biographical data
- Community service experience. Please attach a list describing your volunteer role, responsibility, and dates of service.
- One time Application Fee of \$50 (Application Fee is non-refundable even if you are not accepted into the Institute. Please make the check payable to: Hnub Tshiab)

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**Hmong Women's Leadership Institute
PARTICIPANT INFORMATION**

PROFESSIONAL INFORMATION

Name: _____

Company: _____

Position/Title: _____

Work Address: _____

City, State, Zip Code: _____

PERSONAL INFORMATION

Home Address: _____

City, State, Zip Code: _____

Home Phone: _____ Cell Phone: _____

Personal Email: _____

What is the best way to contact you? _____

Food Preference: _____ Allergies: _____

ESSAY QUESTIONS

Please respond to each question below in essay format [no more than 1 page per question].

1. Why are you interested in the Hmong Women Leadership Institute? What do you hope to give and to gain from this program?
2. What role do you think Hmong women leaders have in creating lasting cultural, institutional, and social change in the Hmong community? Why do you think it is important to develop and support Hmong women leaders?
3. Which community issue is most urgent for you to understand and explore more thoroughly and eventually address to the Hmong community?
4. How comfortable are you with your Hmong language skills? Do you currently write, speak, and read in the Hmong language?

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RECOMMENDATION LETTER

Dear Colleague:

The Hmong Women's Leadership Institute is a five months leadership development program that begins in January 2013 and ends in May 2013. This program provides emerging Hmong women leaders with the opportunity to develop their leadership in a supportive, nurturing environment. Twelve (12) women will be selected to participate in culturally appropriate leadership development training. Participants will learn how to use and practice their leadership in a way that creates lasting change on a personal, family, organizational, and global level. They will participate in a total of 10 class sessions and will conduct a community action project that helps the Hmong community to build sustainable, systemic wide changes around social change, particularly gender issues.

We would be grateful if you can comment on the candidate from your experience, in the areas of:

- *Creativity*
- *Initiative*
- *Accomplishment*
- *Commitment to elevating the status of Hmong women and girls*

Please indicate over what period, how well, and in what capacity you have known the candidate.

These letters are very important in the decision process. The letter should give vivid, concrete examples that illustrate the candidate's qualities as well as show any change or development you have observed in the candidate. Ensure that your letter is no more than 2 pages.

Please email your letter to Kaohly Her at kher@hmongwomenachieve.org.

All application materials must be received by Friday, December 31th, 2012.

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