

Momentum Program: Changing Negotiation and Leadership Culture

Mission Statement

The Problem – In the transition from Soviet times to independence, democratic leadership and decision-making processes adequate for solving societal problems have been slow to develop, and role models for designing a life that includes public service and democratic engagement are rare. To fill these gaps in the experience of young leaders from the Russian Federation, Armenia and Georgia (the region) Conflict management Group has designed the Momentum Program: Changing Leadership Culture in the Former Soviet Union.

The goal – To assist young promising decision-makers from the region to acquire the leadership skills necessary to turn their respective countries into more democratic and prosperous entities that can hold their place in the world politically and economically.

The means – providing the mentors, models, and methods of leadership culture change through a series of well-tailored, concentrated workshops in the US and follow up support, networking and training in region. This program aims to equip participants with *skills, knowledge, contacts and models* for more effective policy development and self-governance.

- **Skills** – lateral leadership, negotiations, group problem solving, consensus building, dealing with difficult situations and individuals, public and professional presentations, managing organizational and social change, fostering public deliberation, methods of clarifying policies, problem definition, values, and interests.
- **Knowledge** – the curriculum for each group will be tailored to the participants' disciplinary specialty, country-unique issues. To the extent possible, the information will be presented by individuals with direct experience relevant to the disciplinary focus of the group. E.g., if the disciplinary focus of the group is economic development, then the information will be presented by individuals who actually engage in making investments, developing companies in comparable countries, or negotiating with donor organizations.
- **Contacts** – the participants will be selected to provide mutual support for each other during the program and upon their return. Each participant will have mentors in country and in the US to provide feedback and assistance throughout the program. The first line of support and contacts will be participants themselves, who will be convened before the course begins in country for orientation and whose continuing contact and group dynamics will be facilitated by in country coordinators.
- **Models** – the program will acquaint the participants with models of democratic engagement and role models for their discipline. The curriculum will include actual examples of models that have succeeded in solving problems under conditions similar to those in their countries. The role models will present their experience in person when possible, or be presented and analyzed by the instructional staff.

Instructional Staff – Experienced leadership, negotiation and cross-cultural educators and trainers, accomplished reformers from emerging democracies, disciplinary specialists, experts with hands on experience in leadership and democratic engagement will use interactive methods of participatory instruction to transfer the skills and knowledge to participants.