

Powerlift

An Introduction to a Platform-based Social Enterprise

FOUR GUIDING PRINCIPLES:

- **IMMEDIATE LEADERSHIP DEVELOPMENT – PG 1**
- **DISCOVERY/EXPERIENTIAL LEARNING – PG 2**
- **ENTREPRENEURIAL CULTURE – PG 3**
- **RESTORATIVE JUSTICE – PG 4**

Immediate Leadership Development

We reject the idea that there is an ideal characteristic for leadership. We work instead from the principle that just about any configuration of human traits and capabilities can be deployed as leadership when a person learns to monitor, manage and master the processes of awareness, decision-making, and action. We develop leadership capacity at entry level, building on self-awareness, confidence, and initiative.

We aim:

- To increase our indigenous leader's self-esteem, as well as critical thinking and problem-solving abilities through our immediate leadership roles.
- To provide our students with opportunities to develop awareness and understanding of the entrepreneurial culture through leading our classes, developing their projects, and managing the center.
- To use positive peer influences.

Effective leadership skills include:

- The ability to influence others.
- The ability to encourage others to establish and achieve goals.
- Being open toward the ideas of others.
- A sense of purpose or direction and a vision for the group.
- A willingness to take risks in the face of challenges.

Important tasks for the parent organization include:

- Empowering, coaching, and being an advocate for your indigenous leaders.
- Modeling a respectful and positive behavior and attitude.
- Valuing, validating, and providing feedback to indigenous leaders.
- Leading a process that teaches both a business mindset and mentorship.
- Being aware of important issues that your indigenous leaders face.

By learning while doing the real work of leadership, our students get real-time results. The benefits are immediate: our indigenous leaders improve in their performance, develop self-mastery and demonstrate leadership ability.

Immediate Leadership Development provides a wonderful return both today and tomorrow.

“I hear and I forget. I see and I remember. I do and I understand.”

Confucius

Discovery/Experiential Learning

- ✚ Students are forced to become independent learners. This skill is highly beneficial in the workplace.
- ✚ Students discover they are capable of more than they realized. This element is one of the most profound aspects of the Platform-Based Social Enterprise (PBSE). The women taking these tracks articulate this in a variety of ways: “I never realized I could do more” or, “I never realized how I was selling myself short,” or “I never realized how smart I was.” This element becomes the prelude to students beginning to dream and asking themselves, “What else can I do?”
- ✚ Students begin to explore vast resources available to assist them with current tasks and future goals.
- ✚ Students also learn how to push past obstacles. In many situations, those who have been unsuccessful in school or work historically have a lower threshold for overcoming obstacles -- at least in that setting. Many of the women who have taken the classes at the CFP say they normally gave up when a task was too difficult, and they were very proud that in this setting they were able to continue. It helps them realize they have this skill in other areas of life. For instance, when those in addiction are desperate to secure more drugs, they don't typically give up when the first person they call has nothing for them. Realizing they have these skills in place and allowing those skills to be utilized in a healthy setting is transformational.
- ✚ Finally, this model allows for the opportunity to make productive mistakes that lead to innovation, increased knowledge and productivity. While they may not be 100 percent successful the first time, the chance to redo a project several times creates an environment where not achieving perfection on the first attempt or even failure is okay.

Entrepreneurial Culture

Ways to Develop Leaders

1. Create a strong sense of mission and vision to your upcoming leaders. When you give them the vision, they will have the mission. If you show them where the business can go, they will discover how to get there.
2. Bring your upcoming leaders to meetings, conferences, and networking events. Allow them to see and hear how other leaders operate. This is a great experience for your young leaders to have.
3. Do not withhold information from your upcoming leaders. Keep them up-to-date on the business. Inform them of opportunities and threats. Show them the business's strengths and weaknesses. Allow them to come up with new ideas and ways for improvements. Allow them to problem-solve solutions to the threats.
4. In an entrepreneurial culture, new ideas are encouraged. Encourage your employees to not only see exciting possibilities for the future, but pave the way to make it happen as well. Great leaders experiment and take risks. Do not micromanage.
5. Create an atmosphere of trust and respect where everyone encourages one another and builds each other up, making each person feel capable and powerful.
6. Celebrate accomplishments. Acknowledge good works. Recognize contributions. Keep hope alive.
7. Create clear roles for your employees. When there is uncertainty, fear of leadership can creep in. Be clear to them on their job roles and your expectations. (include it in the employee handbook)
8. Create a standard of excellence for your employees to follow. Professionalism is a key role in leadership. Model it and mandate it.
9. Encourage research. Encourage knowledge. Encourage your employees to discover methodology.

Restorative Justice Handout

These are the main elements of most restorative justice models:



- Stakeholder focused
- Direct voice
- Value based
- Safe place
- Accountability

At Perpetual Help Home and the Center for Peace, staff has been very intentional about creating safe place where participants are the primary stakeholders and have a direct voice in all processes. It is also recognized that the work is task oriented in many cases, so there must be an intentional process to make sure all elements are linked back to significant values. In this setting, accountability is mandatory. Everyone involved must recognize the need to take personal accountability for all areas of this process. That accountability could be for wrongs done in the past in destructive lifestyles. This is why the Center for Peace has restorative justice ministries as the “corporate giving” section of the business. The participants can begin to take responsibility for negative behaviors that have impacted other individuals and the community. And they are given a means to make things as right as possible. But personal accountability is also required in tasks assigned, mistakes and personal interactions. The lack of accountability can create situations where blaming others or maintaining a victim mindset can cripple, if not destroy, a healthy work environment. Practicing the concept of making mistakes, taking responsibility and making corrections absolutely feeds the entrepreneurial culture. Mistakes are not the enemy. Mistakes can become stepping-stones to greater insight and greater ideas. After a few rounds of failing, taking responsibility and making adjustments, participants recognize this powerfully healthy approach is much easier than anticipated, and it becomes second nature.