



PILOT

PREPARING INTERNATIONAL
LEADERS OF TOMORROW

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Our goal with the PILOT Program is to prepare Intercultural Leaders for careers in an array of diverse international working environments. We are also committed to seeing strong, productive, and sustainable projects, businesses, and organizations firmly established before leaving an area.

MODULE 1

ORIENTATION: DEVELOPING INTERNAL & EXTERNAL LEADERSHIP CAPACITY

The purpose of this three month module is to orient students/trainees to their new lives as international students/leadership trainees. From a training perspective, PILOT views these first few weeks and months as crucial to both the individual's success as well as the leadership team's success for the remaining two years. The student/trainee will become oriented with their new contexts of leadership team and host culture, and will begin language learning during this module. Students/trainees will also set personal goals in the areas of personal lifestyle, leadership team relationships, and language acquisition during regular one-on-one meetings with their leader/mentor throughout this module. Home stays (living with a national host family for a designated amount of time), team building, and various seminars will all be a part of the orientation module.

MODULE 1 OVERVIEW

- LAMP Language Acquisition Course
- Home-Stay with a National Family
- Leadership Team Core Reading/Writing Assignments and Presentations
- Personal Growth Elective
- Biographical Elective
- Leadership Elective

MODULE 2

GLOBALIZATION: SPECIAL TOPICS

In Module 2, the leadership team will continue developing their internal and external leadership capacities, learning language, and building relationships within their communities, while also studying a series of special topics in globalization. Students/trainees will begin to observe and discuss global issues in ethical decision making, organizational behavior, and entrepreneurial mindsets while simultaneously being given the opportunity to practice the principles they are acquiring in the diverse and changing setting of their host culture. This module will also include intensive seminars, leadership team challenges and travel days, and individual research assignments.

MODULE 2 OVERVIEW

- Language Course
- Myers-Briggs Personality Profile
- Leadership Team Core Reading/Writing Assignments and Presentations
- Two ST Globalization Electives
- Biographical Elective
- Leadership Elective
- Individual Research/Writing Assignments and Presentations
- Six Month Evaluation

MODULE 3

COMMUNICATION: INTERCULTURAL & PROFESSIONAL

By Module 3, students/trainees will have had ample opportunity to observe that speaking and communicating, particularly in a language other than one's mother tongue, are quite different challenges. Building upon their initial cultural studies from Module 1, as well as their time spent in observing how globalization is effecting their lives and new context from Module 2, the content of Module 3 seeks to deepen students/trainees' cultural understanding through teaching principles and theories of intercultural and professional communication and also by affording each student/trainee the opportunity to choose a topic or issue specific to their context, to delve into it, and to present it in a professional setting. During this module, the leadership team leader will help facilitate the placement of each students/trainees in professional internship settings within their host culture and in which each student will practice communicating in both an intercultural and professional setting.

MODULE 3 OVERVIEW

- Language Course
- 2 Intercultural Communication Electives
- 2 Professional Communication Electives
- Leadership Elective
- Ethnograph Paper
- Philosophy of Intercultural and Professional Communication
- One-Year Evaluation

MODULE 4

DIPLOMACY: NEGOTIATION AND MEDIATION

During Module 4, students/trainees will focus on becoming familiar with the fundamentals of diplomacy and will become comfortable with personal involvement in roles of negotiation and mediation. Throughout this module, leadership team leaders will facilitate their teams in regular role-playing the negotiation and mediation of several current issues in the global arena. Students/trainees will have the opportunity to observe, and sometimes participate in, real situations in the professional setting in which leaders demonstrate the skills of confrontation, negotiation, and mediation. Each student/trainee will also be encouraged to use their developing diplomatic skills in their leadership team, internship, and community contexts.

MODULE 4 OVERVIEW

- Language Course
- Leadership Team Core Reading/Writing Assignments and Presentations
- 3 Diplomacy Electives
- Biographical Elective
- Leadership Elective
- Creative Writing Project
- Negotiation and Mediation Assignment
- Leadership Team Travel Experiences
- Philosophy of Diplomacy Paper
- Month Out Internship Assignment

MODULE 5

STRATEGIC LEADERSHIP: MENTORING AND COACHING

Students/trainees will spend Module 5 becoming familiar with and practicing such principles of strategic leadership as mentoring and coaching, in both group and one-on-one settings. In this module, students/trainees look into realms of corporate learning strategies and career development. Each student will be given the opportunity to develop as a strategic leader and will be given new roles in decision making, allocating resources, communicating strategic vision, and managing people. They will strive to recognize and develop leadership qualities in their peers – among their fellow students/trainees in their leadership teams – and also among their internship colleagues and neighbors in their communities.

MODULE 5 OVERVIEW

- Language Course
- Leadership Team Core Reading/Writing Assignments and Presentations
- 3 Strategic Leadership Electives
- Biographical Elective
- Leadership Elective
- Leadership Team Strategic Leadership Project
- Month Out Internship Plan Paper
- Philosophy of Strategic Leadership Paper

MODULE 6

CONCLUSION: PHILOSOPHY OF INTERCULTURAL LEADERSHIP

This three month long module is dedicated to concluding the formal training process and allowing the leadership team to conclude/finish the respective task they have set out to do. Each trainee will develop and write their Philosophy of Intercultural Leadership which assists the trainee in reflection on and closure of their leadership training experience. Often, the project, business, or organization created by the leadership team is not finished in the two year period of the PILOT Program. Sometimes, PILOT alumni return after a few months in their home countries in order to continue working and developing their teams' project. Sometimes, we place a second PILOT Program in the same location to continue developing the first team's project.

MODULE 6 OVERVIEW

- Language Course
- Biographical Elective
- Leadership Elective
- Month Out Internship Program
- Month Out Internship Reflection Paper
- PILOT Program Evaluation Paper
- Philosophy of Intercultural Leadership Paper



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* Modules 2-5 will each include an initial two week period of focused language learning; the units will also include seminar times, reading, strategy and planning, implementation and evaluation.



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