



**OMEGA PSI PHI FRATERNITY, INC
12TH DISTRICT
DR. LEWIS J. SEARS, Jr.,
EMERGING LEADERSHIP INSTITUTE (ELI)**

PROGRAM DESCRIPTION

BROTHER TERRY F. WILLIAMS, CHAIRMAN

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COURSE DESCRIPTION

The Dr. Lewis J. Sears, Jr., Emerging Leaders Institute (ELI) Fellows Program is a comprehensive ten-month leadership program focused on identifying and developing emerging leaders within the 12th District. The program course focuses on a myriad of topics including 12th District policy; communications; strategic planning; and leadership development. Faculty for the program is composed of 12th District Council Members, Past 12th District Representatives, 12th District Committee Members, and Area Representatives.

The Emerging Leadership Institute was established in 2013, under the leadership of the 31st District Representative Brother Fred Alexander and 1st Vice District Representative Brother James Walker. Identifying the need for leadership development within the 12th District, Brother Walker developed The Emerging Leaders Institute.

EMERGING LEADERS INSTITUTE’S MISSION

The mission of the Emerging Leaders Institute is to identify and cultivate new leaders within the 12th District. In accordance with this mission, ELI endeavors to increase their capacity to be more effective leaders amongst the brotherhood and within their community, to build greater cohesiveness and collaboration across the region, and to further the aim of the Fraternity.

ADMISSION

Interested candidates must submit their application and other required documents for admission. The application will be evaluated by a selection committee and acceptance into the Emerging Leaders Institute. Admission will be based upon each candidate’s qualifications, letters of recommendation and quality of essays.

ORGANIZATION

The Institute is designed to engage fellows in multiple learning strategies which includes lectures, group discussions, readings, individuals, and group assignments. Fellows are required to meet with their mentors twice monthly.

Fellows' comprehension of learning will be accessed through the administration of a midterm exam and Final Group Project presented by the Fellows during the District Council Meeting. As part of the Institute, each Fellow will be assigned an individual mentor and will be required to maintain frequent contact throughout the duration of the program.

MENTORING

Mentoring is a key component of the Emerging Leadership Institute. It is designed to foster leadership training, fraternal growth, and professional development for participating fellows.

COURSE OBJECTIVES

1. Build upon existing leadership skills
2. Build upon existing critical thinking and decision-making skills
3. Enhance project management, communications, and financial acumen
4. Provide opportunities for team collaboration.

COURSE SCHEDULE

Exact Dates Under Revision

January 23rd	Acceptance letters disseminated
January 25th	Conference call with new Fellows
February 16th	Conflict Resolution by 12 th District 1 st Vice (Duane Thomas) via ZOOM
February 21st	Seminar #1 Winter Council Meeting (Mandatory Attendance) Emerging Leaders Institute (Bro. James Walker) ● Install a greater sense of commitment, ownership, and responsibility to the advancement of Omega ● Creating & Developing Leadership ● Readings – The 21 Irrefutable Laws of Leadership
March 1 st	Web Conference – 2 - 7:00pm-9:00pm (Bro James Walker) ● Strategic Alignment between the Omega Psi Phi Fraternity, & the 12th District ● Readings – The 21 Irrefutable Laws of Leadership
April 5 th	Web Conference – 3 : 7:00pm-9:00pm (Bro. Dennis Martinez) ● Reinforce the significance of brotherly kindness in all endeavors Readings – The 21 Irrefutable Laws of Leadership
May 3 rd	81th District Meeting (Mandatory Attendance) <u>May 14 - 17, 2026</u> (Dr. Ed Young & Bro. Paul Hodson) ● Introduction to Group Project (Webinar 4) ● Readings – The 21 Irrefutable Laws of Leadership

June 7 th	Web Conference – 5: ELI Fact-to-Fact - 7:00pm-9:00pm (Bro. Lymus Capehart) • Develop effective project management/strategic planning efficiencies • Increase strategic planning proficiency • Readings – The 21 Irrefutable Laws of Leadership Mid-Term Exam
July 12 th	Web Conference – 6 – ELI – Effective Communications (Bro. Lewis Brinson) • Increase Effective Communication Skills • Readings – The 21 Irrefutable Laws of Leadership
August 2 nd	Web Conference - 7 - 7:00pm-9:00pm (Bro. Fred Alexander) • Enriching team building competencies Readings – The 21 Irrefutable Laws of Leadership
September 6 th	Web Conference - 8 (Bro. Rome Mubarak) DKF • Business Acumen • Readings – The 21 Irrefutable Laws of Leadership
October TBD	Fall District Council Meeting (Mandatory Attendance) • Group Project Presentation
	Evaluation of Project by Faculty

TEXT AND REQUIRED SUPPLIES

Required text:

1. The 21 Irrefutable Laws of Leadership by John Maxwell (10th Anniversary Ed.)
2. Robert's Rules of Order Newly Revised in Brief by Henry M. Robert III, Daniel H. Honemann, and Thomas J. Balch
3. Simple Man's Guide to Leadership Book by Reginald Hairston
4. The Five Levels of Leadership, by John Maxwell - The Five Dysfunctions of a Team by Patrick Lencioni
5. How Great Leaders Inspire Everyone to Take Action by Simon Sinek

GRADING PLAN

Coursework will be weighted as follows:

- | | | |
|----|----------------------|------|
| 1. | Attendance | 20% |
| 2. | Journal Entries | 20% |
| 3. | Assignments | 20% |
| 4. | Group Project | 40% |
| | TOTAL Points: | 1000 |

ATTENDANCE

Absences for which a medical or court excuse is provided will be recorded but not figured in the attendance grade. Likewise, one absence for which advance notice is given by phone or in person will not be figured in the attendance grade. However, three or more absences may result in removal from the program. **Winter District Council Meeting, 81st District Meeting, Fall District Council Meeting are mandatory.**

JOURNAL ENTRIES

Journal entries are mandatory following each scheduled webinar or in-person session. Journal entries will relate to subject matter covered during previous webinars or in-person sessions.

ASSIGNMENTS

Fellows will be required to submit all assignments by due dates provided. Assignments will address content covered during the webinar or in-person sessions. Late assignments will be approved by the Chairman. However, habitually late assignments can lead to dismissal from the program.

GROUP PROJECT

At the conclusion of the program, the fellows will be required to submit a group project: The group project must be as follows: a 12th District issue or concern; must be implementable at the District level; must be measurable; must be viable; and the completion of the project must be evident. The group project will require a collaborative effort between the fellows which will include a project charter, analysis, budget, timeline, implementation, and group presentation. It should be noted that if adopted, the solution provided will be considered for implementation as a 12th District initiative.

Group Project/Business Cases

- ELI Fellows' 2014 - **Reclamation**
- ELI Fellows' 2015 - **Member's Reference Handbook**
- ELI Fellows' 2016 - **Undergraduates/Graduates Relations**
- ELI Fellows' 2017 - **Provide a strategic roll-out of the L. Benjamin** * * Livingston Learning Center (BLBLLC)
- ELI Fellows' 2018 - **Comprehensive Mentoring Program Manual**
- ELI Fellows' 2019 - **12th District History Book – Updated 1995-2019**
- ELI Fellows' 2020 - **12th District Emergency Action Plan**
- ELI Fellows' 2021 - **Health Awareness Program**
- ELI Fellows' 2022 - **Visibility of the ELI Program**
- ELI Fellows' 2023 - **Healthy Awareness Cookbook**
- ELI Fellows' 2024 - **Strengthen Undergraduate Chapters in the 12th District**
- ELI Fellows' 2025 - **Mental Health Awareness Guide Booklet**