



## Leading with Conviction™

Leading with Conviction (LwC) is a FREE, cohort-based, 12-month opportunity for leaders from around the country. LwC takes place both in-person and virtually. Components of LwC include four weekend-long forums, six networking webinars, executive coaching, peer coaching, and regular communication. LwC trainings benefit leaders by introducing them to the people and practices closely linked to successful community and regional criminal justice advocacy efforts, enabling them to take on greater challenges and to generate quantifiable impact in their work.



JustLeadershipUSA is accredited by the International Accreditors for Continuing Education and Training (IACET) and offers IACET CEUs for its learning events (Leading with Conviction™) that comply with the ANSI/IACET Continuing Education and Training Standard. IACET is recognized internationally as a standard development organization and accrediting body that promotes quality of continuing education and training.

### LwC Program Elements and Learning Objectives

Leading with Conviction™ focuses on the following key program elements via in person and online forums, webinars, and independent learning throughout the year:

- 1. Leadership Skills:** Grounded in the Leadership Challenge® curriculum, leaders will:
  - Interpret the results of a pre- and post-360° assessment to develop and sharpen their leadership skills.
  - Identify and utilize tools, through peer and executive coaching, with which to practice those leadership skills.
- 2. Peer Coaching:** Paired with a coach to analyze and understand pre- and post-360° assessments, leaders will:
  - Create a one-year work plan with their coach, outlining learning goals throughout the program.
  - Assess their progress throughout the year, working in their given field as a directly impacted professional.
- 3. Leadership Development:** Building local power within communities across the nation to dismantle racist and oppressive systems is vital to ensure that a team shares the same vision, is willing to challenge the process, and is able to rely upon one another. Within their own organizations, leaders will:
  - Identify skills each person brings and how each individual operates.
  - Analyze and manage individuals' skill sets while driving the group towards a common goal.
  - Evaluate effectiveness of each individual and the team.

**4. Advocacy Skills Development:** Advocacy and policy, while relying on both storytelling and inspiring a vision, has a specific purpose working as a directly impacted individual. Likewise, building a coalition is not the same as building a team. Leaders will:

- Identify, compose, and evaluate the purpose and goals of entering a coalition, the responsibilities of everyone, and an exit strategy or accomplishments which remove the need for the activity.
- Recognize other partners' values, communication styles, and stories to help create solid coalitions around strategic goals.

**5. Professional and Organizational Development:** Acknowledging the need for individual skills and development and understanding oneself, leaders are encouraged to take time for themselves.

Leaders will:

- Discuss recognition of trauma and different self-care strategies.
- Practice mindfulness techniques and implement strategies for self-care.

**Upon meeting ALL Program Elements and Learning Objectives, Leaders will be eligible for a corresponding amount of Continuing Education Units (CEUs).**

## Eligibility Requirements

Applicants must have at least 3 years post-criminal justice involvement to ensure they have had the time to resolve normal re-entry issues, secure housing and employment, and focus on leadership advocacy in their communities.

Applicants must be directly impacted by the criminal justice system (*juvenile and/or criminal justice involvement is **required** to be eligible and includes but is not limited to: actual incarceration [served time in jail and/or prison], arrest with or without conviction, under community supervision [i.e. parole, sentenced to probation-only], involvement as a client in juvenile justice, family directly involved in the system*). Individuals on parole and/or probation are eligible for Leading with Conviction™.

All applicants **MUST** have demonstrated a minimum 3-year track record of leadership with a specific commitment to advocacy and community organizing, not only direct services.

**Nominations for the 2025 cohort are now open at [jlusa.org/nominate2025](https://jlusa.org/nominate2025).**

Candidates must be nominated and invited to apply to begin the application process.

**Incomplete or self-nominations will not be considered.** Please contact [leadership@jlusa.org](mailto:leadership@jlusa.org) for any questions about the nomination process.

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