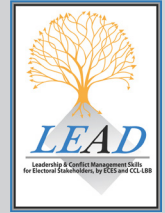


Strengthens the long-term leadership capacities of electoral stakeholders. It contributes to increase participants' confidence; providing them with expertise in decision-making and extensive insights into conflict management throughout the electoral cycle.

The program was initially developed through the close collaboration and synergies between the European Center for Electoral Support (ECES, [www.eces.eu](http://www.eces.eu)), and the Center for Creative Leadership (CCL) through its Leadership Beyond Boundaries initiative (LBB, [leadbeyond.com](http://leadbeyond.com)).

The LEAD program is built around the core values of inclusiveness and the exchange of specific experience and knowledge between electoral stakeholders. LEAD is designed for representatives of Electoral Management Bodies, civil society, NGOs, political parties, bodies entrusted with electoral justice, academics, security forces, the media and media regulatory bodies.



## SUSTAINABILITY

The LEAD training program is inspired by one key objective, the sustainability of all knowledge transfers. To this end, the program focuses on the appropriation of its contents through the implementation of a comprehensive training cycle, which includes different stages of certification.

The rationale behind the LEAD system lies in a commitment to the long-term strengthening of capacities. The creation of a pool of LEAD trainers, will ensure that they themselves have the capacity to train other future participants in an autonomous manner.

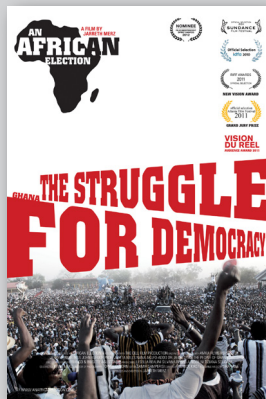


The LEAD programs includes:

- Training of Trainers (ToT)
- Three levels of certification
- Cascade trainings

# CUTTING-EDGE LEARNING TOOLS

LEAD is not only groundbreaking in terms of its contents; it employs cutting-edge learning tools to maximize sustainable appropriation. All trainings are focused on the participants and their collective learning needs, employing innovative techniques in adult education. Case studies, comparative examples, group work and role-plays, immerse participants into the actual challenges they will face, enabling the group to arrive at their own conclusions and solutions.



LEAD also incorporates relevant audiovisual materials, including the Sundance Film Festival nominee “An African Election” (nominated for the Grand Jury prize), directed by Jarreth Mertz. Its fascinating depiction of the Ghanaian elections in 2008, with rising electoral tension and powerful displays of how leadership skills can be applied to electoral conflict management and prevention, is one of the pillars, which sustains all LEAD trainings.

## LEAD IN DETAILS

The LEAD program is structured around a seven day Training of Trainers course and five day LEAD Training courses. LEAD Training courses include sessions on:

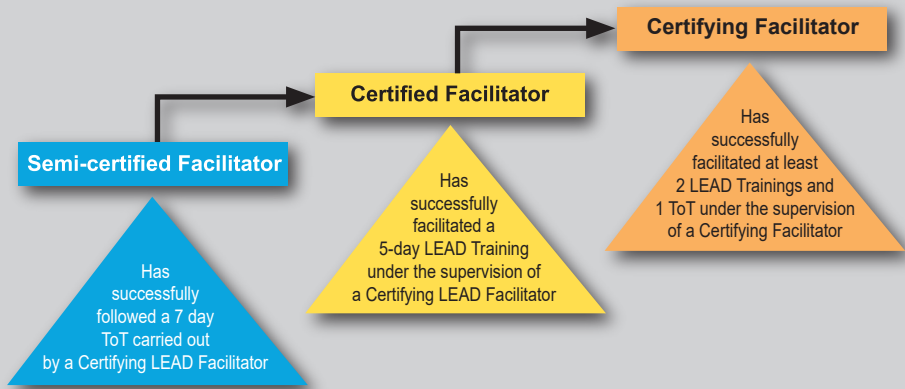
- The applications of leadership skills to electoral processes
- The electoral cycle and its potential weaknesses
- Electoral crises, conflicts and violence
- Leading principles behind conflict management
- The application of leadership skills in the prevention of electoral crises
- Individual and organizational leadership
- Mediation and conflict prevention
- The core values of leadership, tolerance and development



**LEAD Trainings are delivered in English, French, Spanish, Arabic and Portuguese.**

# THE LEAD CERTIFICATION SYSTEM

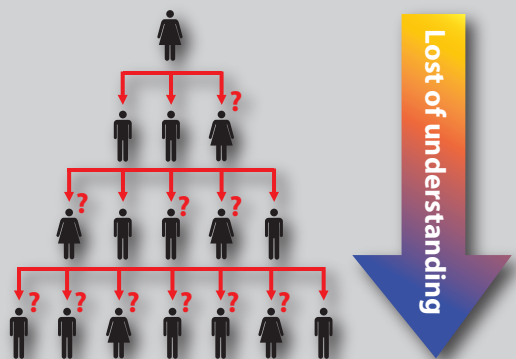
The LEAD program includes a three-tier certification system, as depicted below, promoting participants' and trainers' appropriation of contents. All LEAD trainings are supervised by a Certifying Facilitator to guarantee the highest standards in terms of contents and delivery; and partly delivered by an ever-expanding pool of semi-certified and certified trainers.



## A STRUCTURED CASCADE TRAINING PROGRAM

LEAD Trainings are designed for delivery through large-scale cascade trainings.

In an effort to limit the potential for content loss during such trainings, particularly frequent in large-scale cascade trainings, ECES relies on its own certification system. On the other hand, it has a detailed and comprehensive training curriculum as well as many different tools.



All course contents and tools are provided to the trainers as a digital "key in hand" kit, including facilitator notes, participant's handbooks, Power Point presentations for every session, audiovisual resources, handouts, exercises etc.

# A FULLY CUSTOMIZABLE PROGRAM

All LEAD Trainings begin with a customization phase. This crucial stage ensures that the course and contents are specifically adapted to its future beneficiaries and to the context in which it will be carried out. At this stage, the facilitators will review the facilitators' notes to include materials and examples that will be most effective in terms of the participants' background and existing electoral knowledge as well as their needs and expectations. It is at this stage that the training agenda will be adjusted to the available timeframe and local customs. The entire curriculum is adjustable. New modules can be incorporated to address particular concerns: results transmission, the introduction of technology into electoral processes, media monitoring, etc.)



## CONTACT



European Centre for Electoral Support  
209/A Avenue Louise, 1050 Brussels-Belgium  
[www.eces.eu](http://www.eces.eu)  
[www.facebook.com/eces.eu](https://www.facebook.com/eces.eu)



Leadership Beyond Boundaries  
Centre for Creative Leadership  
One Leadership Place  
Greensboro, NC 27410  
[info@ccl.org](mailto:info@ccl.org) <http://www.ccl.org/>

For further information, please visit ECES's site and the pages on the LEAD program :  
<http://www.eces.eu/fr/formation/lead>

For further information on "An African Election":  
<http://anafricanelection.com/>