

## 2016-2017 DAWI's Líderes Cooperativistas en Acción (LCA) (Fundamentals in Spanish)

### About DAWI

As wealth continues to concentrate at the top and the social safety net unravels, we need a new economic model; one that upholds principles, shares wealth and builds power. We need worker cooperatives at a scale that has true impact. As an economic engine, the model feeds itself so the more we build, the more we can build.

This is the central theme that the Democracy at Work Institute (DAWI) was founded on. As the only national organization dedicated to building the field of worker cooperative development, DAWI works to ensure that worker cooperative development in economically and socially marginalized communities is adequately supported, strategically directed, and lasting. Our mission is to expand the promise of cooperative business ownership to reach those communities most directly affected by inequality. It ensures that further growth in the worker cooperative movement is both rooted in worker cooperatives themselves, and reaches out to new communities of worker-owners, particularly low-income people, people of color and recent immigrants.

The Democracy at Work Institute is dedicated to building the infrastructure that sustains and directs the growth of worker cooperatives. With this goal in mind, DAWI has created a training program called Líderes Cooperativistas en Acción (LCA) (Fundamentals in Spanish) to prepare a cohort of Spanish-speaking worker owners looking to become leaders and peer advisers to other immigrant-led cooperatives. DAWI is looking for outstanding individuals to take part in our unique Líderes Cooperativistas en Acción (LCA) (Fundamentals in Spanish) training program.

### Líderes Cooperativistas en Acción (LCA) (Fundamentals in Spanish)

The fastest growing sector in the past 10 years of worker cooperatives are immigrant-led and Spanish-speaking. There has been an overwhelming interest among these worker owners to connect with one another. Beyond developing a bond and building relationships, worker owners are seeking to learn lessons from fellow cooperators and teach others what they've learned along the way. As the old saying goes, "La unión hace la fuerza" (union creates strength). The Líderes Cooperativistas en Acción (LCA) training program lays a foundation for you to meet that need. The cohort that's selected will collectively attend 3 in-person retreats, attend 5 online workshops, and partake in an independent project. The participants will evolve into leaders and trained peer advisers that support their own businesses and the growing need in startups, mature cooperatives, and conversions.

### The training is designed for:

- Spanish-speaking members of worker cooperatives who would like to pursue becoming peer advisers and taking on leadership roles in advancing the field of immigrant-led cooperatives.

### Skills, analysis, and practice with a small cohort

The cohort-based learning community will take place over an eight-month period. Attendees are expected to attend all aspects, including:

- 3 in-person weekends, with day-long trainings, all in New York City.
- 5 facilitated online workshops.
- Self-selected project to develop/strengthen 1 skill and then presented at the end of course (max 30 hours of work).
- A buddy system to provide peer mentorship on personal goals

## Leadership Opportunities

The training will focus on skill building and developing a system analysis to become leaders of multiple platforms:

- The US Federation of Worker Cooperatives (USFWC) Spanish Member Council of Peer Advisors
- The Immigrant Cooperative Leaders' Collaborative
- Board of Director for local chapters and the USFWC.

## Cost

The program cost is \$250. The cost for travel and lodging for the 3 in-person weekends for *non* NYC-residents may be as much as \$2,000. **\*We do not want costs to be a barrier to applying. We are offering financial support to make this opportunity accessible.** You can indicate in the application whether you'd like to be considered for financial support to cover the costs of the program.

## Childcare

We will provide childcare on-site during weekend in-person retreats.

## Information Sessions

For more information, attend an information session:

- Thursday, September 15, 3-3:45pm PST/5-5:45pm CST/6-6:45pm EST
- Wednesday, September 21, 1-1:45pm PST/3-3:45pm CST/4-4:45pm EST

Log onto:

<https://global.gotomeeting.com/join/607482797>

You can also dial in using your phone:

United States: +1 (636) 277-0130, Access Code: 607-482-797

## Apply

Find and complete the application form here [link](#). Applications are due by **5pm on Wednesday, September 28, 2016**.

For specific questions, please contact Vanessa Bransburg at [vbransburg@institute.coop](mailto:vbransburg@institute.coop).

## Program and Schedule

### In-person weekends

Three in-person weekends will build group cohesion and enable more in-depth conversations and peer advising practice. All of the in-person retreats will take place in New York City. The weekends will begin with a Friday dinner and have day-long activities on Saturday and Sunday. Trainees must be able to attend all of these weekends in full.

- The 3 weekend retreats will be in New York City
  - November 18-20, 2016
  - February 17-19, 2017
  - June 2-4, 2017

### Online Workshops

The facilitated online workshops will build on the concepts and skills introduced at the in-person retreats. The workshops are highly participatory and rely heavily on peer-to-peer education. Trainees will be expected to attend all 5 online workshops. Possible topics include:

Transformative and Entrepreneurial Leadership

Ownership Culture, Governance, and Participatory Management

Adjusting our cooperative structures for growth

Meeting Communication

Conflict and Mediation

The 2-hour online workshops will be held on the following dates:

- December 8, 2016
- January 12, 2017
- March 9, 2017
- April 6, 2017
- May 4, 2017

### **Self-selected projects**

Participants will select one skill that they would like to strengthen or learn which would ultimately make them more skilled peer advisers. The trainees will be expected to make a 20 minute presentation at the last in-person retreat (June 2-4, 2017) to other trainees. This aspect of the program will focus on presentation methods and public speaking. Some examples of projects could include:

- Creating a message and public speaking
- Addressing inter-personal conflict in a coop and implementing effective communication systems.
- Growth: How have worker cooperatives handled expansion and growth?
- Addressing Founders' Syndrome: Maximizing the strengths with intergenerational membership
- Legal: What are key differences between the LLC model and the worker coop corporation model and how do these play out in real life coops?
- Customer service best practices
- Management in a worker cooperative