

WORLD MOO DUK KWAN LEADERSHIP INITIATIVE

2014 Ko Dan Ja Shim Sa Written Project/Assignment

Overview

This project is comprised of two parts. Part I requires *all* candidates to review and suggest revisions to documents that include a proposed mission, goals, rational and brief description of the new initiative that is currently called the “World Moo Duk Kwan Leadership Program”. Part I also requires all candidates to offer suggestions for developing a leadership program for younger children.

Part II is the core of the project and requires candidates to develop a manual that describes procedures and requirements for implementing the World Moo Duk Kwan Leadership Program. The project specifies the details that must be included in each section of the project assigned to each candidate group.

The table below identifies which leadership level and age group that each candidate group is responsible for developing a manual describing the 15 requirements described under Part II of the project. Each candidate group (i.e, San Dan, O Dan, Yuk Dan, and Chil Dan candidates) are responsible for developing a manual that describes each of the 15 requirements specified in this project.

Ko Dan Ja Candidate Assignment	Leadership Level	Age	Bars/Stars¹
All Candidates (recommendations & suggestions only)	Youth Program	< 12	Yellow
Sa Dan	Inductee	12 +	Green
Oh Dan	Assistant	14+	Red
Yuk Dan	Associate	16+	Midnight Blue
Chil Dan	Senior	18+	Gold

¹This is just one suggested way of acknowledging the achievement for different levels. For example, an inductee may have 3 levels of requirements for 600 points that need to be achieved before they are eligible for assistant leadership. So, they might receive 1 green bar or star for 200 points, 2 bars or stars for 400 points and 3 bars or stars for 600 points. Upon receiving their third bar or star and age 14 green stars would be replaced with the first red star or bar.

Areas of Emphasis and Attention

All candidates should attend to the following during the completion of this project:

1. This project will require continuous communication, collaboration, and unity across all candidate groups to assure continuity, harmony and unity of the leadership development curriculum and requirements across leadership and age levels.
2. Candidates should take into consideration the age group they are developing the manual for. Consideration should be given to what is doable and appropriate for each age level.

3. The leadership program will be introduced and developed as a World Moo Duk Kwan initiative. Candidates should consider international dan members, language differences, and cultural differences that may influence proposed activities and requirements.
4. Program requirements should account for activities in the do jang and other communities with a stronger emphasis on the latter.
5. Emphasis should be placed on simplifying and clarity without reducing expectations or rigor for each level.
6. All elements of the leadership development program must be fully embedded and integrated into our current rank, training, and testing requirements while affording opportunities for all members to demonstrate their commitment to living the Moo Do Philosophy in all areas of their lives.
7. As long as there is consistency across leadership levels and the program manuals meet expectations, candidates have the latitude to suggest alternative approaches and strategies to the requirements included in this assignment.
8. Candidates should do some investigation of other youth leadership programs and consider how to develop a unique identity, marketing approach and use of ideas that are tried and true from other programs that are consistent with our Moo Do Philosophy.
9. Lastly, the manuals should describe substantial incentives for young dan members who may be required to wait a number of years before Ko Dan Ja testing to continue their training in the new and unique ways that contribute to their individual development, the art, and the betterment of all of society.

2014 Ko Dan Ja Shim Sa Written Project/Assignment Requirements

Part I: Ideas, recommendations, and suggestions for

- a) improving the document describing the leadership program with a priority placed on simplifying and shortening the document (see Attachment A)
- b) a leadership or community service program for children age 12 and under that promotes the development and understanding of Moo Do values and philosophy at an early age (Note: this program will be developed at a later date).

Part II: Develop and submit a manual for the World Moo Duk Kwan Leadership Program that meets the following requirements consistent with your recommendations for the document included as Attachment A. This document will be included in the beginning of manual that you are developing.

1. **Program Level Goals:** Specific and measurable program goals for the level you are assigned
2. **Eligibility Requirements:** Minimum eligibility requirements
3. **Application & Nomination Procedures:** Application or nomination procedures that includes at a minimum:
 - a) A questionnaire that the candidate is required to complete that gathers basic information about the candidate and information from the candidate that explains why the candidate is interested in participating; what they hope to achieve; what they expect to learn; and why they should be selected as a participant;
 - b) An essay that is no more than 2 pages from the candidate that describes what they think leadership is, the qualities of good leaders, examples of good leaders, and at least one leadership goal they want to achieve by participating in the program.
4. **Fees:** Recommendations for fees
5. **Recruitment:** Recommendations and strategies for recruiting leadership program candidates.
6. **Criteria for Reviewing and Selecting Applicants:** Specify criteria and procedures for selecting and approving applicants for participation.
7. **Applicant Communication:** Detailed procedure for informing applicants who have been approved and supporting applicants who may not have been approved.
8. **Leadership Development Activities and Requirements:** Specifically describe the leadership development activities and requirements for the level you are assigned for candidates who are accepted into the program including but not limited to:
 - a) Specific and measurable (i.e., documentable) leadership goals for each candidate
 - b) Specific activities that all candidates should be required to complete to be certified as having completed the leadership program level they are enrolled in. (Note: Activities

must include unpaid volunteer community service. This should be referred to as a “community service obligation”).

- c) Levels within a leadership category.
 - d) Recommended or suggested activities that candidates may engage in or complete to enhance their leadership development;
 - e) Timelines for completion of both activities and program level
 - f) Procedures for submitting evidence of leadership activities
 - g) Types of evidence and supporting documentation that must be collected and retained in a Moo Duk Kwan Leadership Portfolio.
 - h) Breakdown of requirements by age and leadership level.
9. **Portfolio Presentations:** Strategies and requirements for presenting or showcasing portfolios during regional and national events.
10. **Instructor Responsibilities:** Responsibilities of the instructors for supporting and facilitating leadership candidates.
11. **Point system and eligibility for testing:** Specific strategies for evaluating candidate performance with respect to completion of activities, portfolio development, that includes a point system for completing leadership program requirements that will also be embedded into eligibility requirements for rank testing. Again, please be sensitive to what is appropriate to expect with respect to age.
12. **Outstanding or Exceptional Leadership Service & Achievements:** Recommendations for recognizing the achievements of candidates who demonstrate exceptional leadership qualities, activities or contributions.
13. **Recommendations for Certification of Leadership Achievement:** Specify procedures recommended for levels of achievement:
- a) Type of award (e.g., patch with rockers)
 - b) Levels of award (e.g., rockers)
 - c) When, where and how awards are presented
 - d) Certificates of Achievement
14. **Program Roll-Out and Implementation:** Recommendations for rolling the program out and assisting instructors regionally and nationally with implementation
15. **Other:** Other recommendations or concerns not addressed that your group feels may need to be addressed in the development and implementation of a leadership program.

PROJECT DUE DATES

Preliminary Draft: A complete draft should be submitted for review for the purpose of review by the TAC and work group that will be returned to the Ko Dan Ja candidates in order to submit a revised draft based on TAC and work group recommendations.

DUE ON OR BEFORE [09/30/2014]

Submitted Draft: This draft should be a revised version of the preliminary draft that includes addresses the feedback of the work group and TAC that was provided.

DUE ON OR BEFORE [10/31/2014]

Final Draft: This draft is a revised version of the submitted draft based on feedback from training, the TAC, and Kwan Jang Nim during the week of the Ko Dan Ja Shim Sa.

DUE ON OR BEFORE [11-14 to 16, 2014]

If you have any questions or require additional clarification regarding this assignment please feel free to contact one of the following individuals:

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ATTACHMENT A

WORLD MOO DUK KWAN LEADERSHIP DEVELOPMENT PROGRAM

Towards a Discipline of Leadership and Virtue

DRAFT ONLY – NOT FOR DISTRIBUTION

PROGRAM DESCRIPTION

OVERVIEW

Soo Bahk Do is a martial art based on an action philosophy, Moo Do. Moo Do Philosophy is integrated throughout our organization and art in the values and principles in our training through the Five Moo Do Values, the 10 Articles of Faith, Mission 2000, and many other aspects. However, we live in a world where values and virtue are consistently compromised or ignored. What is needed are leaders dedicated to the founder's belief that "Moo Do in the true sense of the term means to not only train one's character, but also to strive in one's attitude and actions to serve and help others through personal sacrifice (p. 172)." This program will focus on developing individuals with the character, discipline, values and virtue who actively contribute to their families, communities and society based on our Moo Do Philosophy to promote, preserve and protect their personal well-being and those of others.

MISSION

The mission of the World Moo Duk Kwan Leadership is to empower and train young members to become dynamic, effective and ethical leaders committed to utilizing and developing their character and skills in support of the Art, the Five Moo Do Values through service to each other and their communities.

GOALS

1. Provide training and leadership opportunities for young motivated Dan members
2. Increase the visibility of Soo Bahk Do and its availability to the general population.
3. Increase opportunities for understanding and demonstrating the 5 Moo Do Values, community responsibility, and Moo Do character
4. Enhance life skills and build lasting relationships
5. Sustain the art and organization by supporting emerging youth leaders to assume leadership roles and responsibilities at the local, regional and national level
6. Promote and sustain practitioners and leaders to be responsible for developing the integrity, values, virtue, attitude and actions required to serve and help others through personal sacrifice.
7. Make real and positive contributions to individuals, groups, communities and society that promote harmony, balance, and virtue.

DESIRED OUTCOMES

1. **Evidence of Effective Leadership:** includes evidence of the skills and behaviors required to effectively organize, communicate, collaborate, and cooperate with peers and adults to set and achieve common goals that promote and better human relations through service to the community and the art consistent with the Five Moo Do Values. This shall include evidence of personal activities that enhance or better the lives of persons, groups, communities and society with particular attention to evidence of significant self-sacrifice.
2. **Evidence of Ethical Character and Personal Development:** includes evidence of consistent personal behavior and commitment to demonstrating the Five Moo Do Values; living as an authentic moodoin; putting into daily practice at home, work and in the community the Moo Do Philosophy of Soo Bahk Do; and contributions to the Moo Duk Kwan and one's local community that improves human relations and the lives of others
3. **Knowledge Development and Dissemination:** includes actively engaging in activities that assist others in understanding and practicing the Five Moo Do Values and/or advance the leadership and/or other mission critical elements of the art and organization.

RATIONALE

Soo Bahk Do Moo Duk Kwan is a fully integrated martial art and systematic discipline that is dedicated to cultivating balance, harmony, virtue and life itself consistent with the principles of Nature. Every element of Soo Bahk Do training integrates this Moo Do Philosophy through direct action in every aspect of our daily lives. The Founder of Moo Duk Kwan stated,

“True goodness first of all mean’s striving to train one’s character so as to develop in virtue (p. 152).

The Founder also noted that:

The greatness of a legacy is determined by the extent to which it represents a sacrifice of one’s self for the goodness of others. As Man attempts to live his life in an authentic manner, the most the most important role is played by instinct and virtue. The extent to which man’s consciousness is defiled or pure is determined by the training of his instincts and the extent of his virtue (p. 231).

The physical elements of Soo Bahk Do training comprise the essential vehicle by which one learns to make personal sacrifices to achieve higher order discipline and character. It is the means by which we train our instincts and our virtue. However, our training physically, mentally, and spiritually must transfer to how we live in every other aspect of our lives including at home, at work, school, and in our communities. We have all witnessed the devastating and destructive impact of school and workplace violence, bullying, corporate greed, terrorism, war, failed political leadership, religious and ethnic strife, domestic violence, child abuse, maltreatment and neglect, human trafficking, and numerous other examples of human behavior that are wholly inconsistent with our Moo Do Philosophy. We have also seen untold examples of personal and heroic, acts of self-sacrifice and commitments to goodness, virtue, balance, Nature, and harmony that we all strive to achieve.

Gini and Green (2013) argued that *“Leadership, at its core, is about character: specifically, a character attuned to its ethical responsibilities to others. The kind of character that, in regard to others, always tries to do the right thing, for the right reason, on purpose.”* They identified 10 leadership virtues which are directly related to the 8 Key Concepts of Soo Bahk Do Moo Duk Kwan, the Five Moo Do Values and Moo Do Chul Hahk. They include 1) deep honesty; 2) moral courage; 3) moral vision; 4) compassion and care; 5) fairness; 6) intellectual excellence; 7) creative thinking; 8) aesthetic sensitivity; 9) good timing; and, 10) deep selflessness.

Today, we have also seen a dialogue and rhetoric reemerge comparing one martial art to another and their relative efficacy in various situations. Combat efficacy and superiority is a function of not only technical performance and capacity but also chance and probabilities. The Founder of Moo Duk Kwan knew this and found such arguments to not only lack maturity but also dismissive of the element of ethical leadership. James MacGregor Burns, a Pulitzer Prize winning scholar on leadership noted, *“Divorced from ethics, leadership is reduced to management and politics to mere technique.”* Similarly, the failure to focus on self-sacrifice and virtue as the centerpiece of our art, diminishes its value to physical technique and a utilitarian notion of winning and losing. The virtue and motivation of our actions ultimately determines the character and integrity of what we do; the efficacy of our technique determines utilitarian outcomes. Soo Bahk Do serves to employ and maximize effective physical technique as a vehicle for disciplining our character to develop virtue, harmony and balance. Thus, technical ability within the abilities and constraints we operate is fundamentally essential but it is only one measure of our character. The World Moo Duk Kwan Leadership Program offers opportunities for our art and organization to systematically apply both our physical training and Moo Do Philosophy to leadership and character development.

LEADERSHIP DEVELOPMENT PROGRAM STRUCTURE AND ORGANIZATION

What is it? The World Moo Duk Kwan Leadership Program is a program of individual development that emphasizes a commitment to Soo Bahk Do training and the application of what is learned through one’s practical training to one’s daily life. The ultimate goal is the development of leaders who are personal examples of our Moo Do Philosophy, who demonstrate the courage and persistence to develop their personal integrity, honor, and virtue by serving and helping others through personal sacrifice.

Who is eligible? Any dan practitioner age 12 years and older is eligible to participate. Practitioners who are certified instructors (Kyo Sa) and/or achieved the rank of Sa Dan or higher are eligible to implement the program.

Are there any requirements that must be met to participate? Dan members who wish to participate in the World Moo Duk Kwan Leadership Program are required to be nominated and apply for the leadership program. There is a nominal fee of \$30.00 for individual practitioners to cover the cost of materials required to participate in the program.

Studio owners and/or instructor who wish to implement the World Moo Duk Kwan Leadership Program must complete a 3 hour program orientation. This orientation will be implemented during the National Festival and by Regional Examiners. The cost of the orientation is \$100 which is a one-time fee that covers the cost of the training and materials. This fee will be waived if studio owners and instructors complete the orientation during attendance at the National Festival. Studio owners or certified instructors must also agree to sign a memorandum of agreement to comply with and protect the copyright and trademark of the program with the understanding that the World Moo Duk Kwan Leadership Program is the intellectual property of the U.S. Soo Bahk Do Moo Duk Kwan Federation, Inc.

How is the program organized? There are four leadership levels including inductee/cadet, assistant, associate and senior leadership. Individuals participating in the program must begin at the assistant level. Older and more experienced practitioners may submit requests for a waiver of requirements with evidence that have completed the requirements in various ways subject to review.

Participants are required to be nominated for and submit an application to participate in the program with the guidance and approval of their instructors. Once applications are approved by the individual instructor, they are submitted to the U.S. Soo Bahk Do Moo Duk Kwan Federation, Inc. with the appropriate fee (\$30.00). All students will be provided a patch that will be worn on a designated area of the do bok indicating the level at which they have been accepted into the program (inductee, assistant, associate, senior). Upon review and approval participants are required to meet specific requirements for the level for which they are approved. Evidence of having met these requirements will be compiled by each participant and included in their Moo Duk Kwan Leadership Portfolio. Upon review and approval by the participant's instructor, participant's will submit their portfolio for review by the TAC as evidence of having completed all requirements for that level. Upon review and approval by the TAC that a participant's portfolio meets the leadership level requirements, participant's will earn a certificate of Assistant, Associate or Senior Leader that signed by the Kwan Jang Nim and the participant's instructor. Completion of leadership level requirements will automatically render the participant eligible for participation in the next leadership level activities. Requirements for achieving each level of leadership will be developed and disseminated by the TAC.

PROGRAM REQUIREMENTS

Program Description and Requirements

The World Moo Duk Kwan Leadership Program is led, managed and operated by the TAC. It's focus is a formal and systematic means for developing leadership and character applying our Moo Do Philosophy in our daily lives. It is open to all candidates age 12 and older with the rank of cho dan, ee dan and sam dan. The program is designed for both children ages 12 through 18 and adults age 18 and older.

Children's Program. The children's program is specifically designed to empower dan members who may not be eligible to test for 4th dan to stay motivated in their training and personal development. The focus of this program is supporting a child's continued development in Soo Bahk Do with an emphasis on advancing physical and technical training combined with a focus on leadership and character development as the child advances and qualifies to test for 4th dan.

Adult Program. The adult program was developed in recognition that not all students may achieve the rank of 4th dan but may benefit from a program that supports and recognizes their leadership contributions and character development. It provides opportunities for the organization and the art to benefit from contributions and leadership by adult members who have actively served the art and the organization and have involved been involved in activities that involve substantial self-sacrifice and service to others. This program seeks to promote, support and recognize leadership activities and contributions that have substantially benefitted others in need through selfless-service.

Application and Participation

1. Members who are interested in participating are required to submit an application to participate in the MDK Leadership Program to their instructor.

2. Upon approval by a certified instructor the application would be sent to the US Soo Bahk Do Moo Duk Kwan Federation, Inc. with a \$30 application fee.
3. Upon receipt of the application a WMDKLPPatch and a WMDKLPTraining Manual would be immediately issued to the participant (i.e., inductee/cadet, assistant, associate, senior). The patch would be worn on the right sleeve of their Do Bok.
4. The training manual will describe specific requirements that must be met for a student to earn leadership merit/rank.
5. The student will be responsible with the guidance of their instructor for compiling and submitting evidence of having met leadership requirements specified in the training manual to their instructor.
6. Upon review and meeting leadership training requirements, the instructor will award the student a merit/rank tab which will be worn below the World Moo Duk Kwan Patch.
7. Upon meeting all leadership requirements at a specific level (e.g., assistant, associate, senior), the instructor will submit evidence of the student's leadership activities to the TAC for review.
8. Upon review and approval the TAC will issue a new patch indicating the student's advancement to the next leadership level (e.g., from inductee to assistant). This will allow the TAC to monitor the progress of the program at various levels of a participant's progress while providing instructor latitude for documenting and approving student progress.
9. The primary focus of the requirements will be the on-going compilation of an electronic or hardcopy portfolio that include the evidence required that the leadership trainee has met program requirements for the level they have been approved (i.e., inductee/cadet, assistant, associate, senior).
10. Individuals who acquire senior leadership ranking will be publicly recognized during the National Festival with examples of their stories and contributions. Notable and exceptional examples of self-sacrifice and leadership will also be highlighted during the National Festival. Finally, the Soo Bahk Do Institute will provide public access to a page that will highlight the features of the program and accomplishments of participants.

SUPPORTING DOCUMENTATION

The documents included in this section are for the purpose of providing supporting information, ideas and information that may assist with the completion of the Ko Dan Ja Shim Sa Project. They may or may not be helpful. Use at your discretion.

CREDENTIAL/CERTIFICATION REQUIREMENTS

There are three Moo Do Leadership Credential Levels for which a leadership credential may be awarded, including Level 1: Assistant Leader; Level 2: Associate/Intermediate Leader; and Level 3: Senior Leader. Each level requires evidence of both individual and group leadership skills. Below is a description of the credential requirements for both youth and adult leadership credentials for each level. Special conditions or exceptions involving parental or family involvement and acknowledgement of adult level responsibilities are indicated under “Youth” and Adult”. A checkmark indicates the requirement applies. Completion of these requirements results in meeting pre-requisite requirements for dan rank and Jyo Kyo, Kyo Sa and Sa Bom requirements and leads to earning a certificate or leadership with a patch indicating leadership level.

LEVEL 1: ASSISTANT LEADER

Requirements	Youth	Adult
<i>Individual Leadership Skills</i>		
1. Demonstrates and models the highest ethical and moral conduct expected of a Soo Bahk Do practitioner.	✓	✓
2. 90% or better on Level I Moo Do Leadership Assessment by Instructor.	✓	✓
3. Evidence of good to superior academic achievement and school performance.	Applies to all applicants enrolled in any school program	
4. Evidence of consistent weekly Soo Bahk Do training and attendance.	✓	✓
5. Consistent attendance, support and assistance as needed during local and regional events sponsored by the studio and/or Federation.	✓	✓
6. Evidence of assistance provided to instructor as needed and requested for maintenance and upkeep of dojang (defined as location of training).	✓	✓
7. Report by parent/guardian of positive relationships in the home/family environment	✓	Does not apply
8. Completion of a project under the supervision of the instructor and with the cooperation of the family to improve personal character and individual leadership skills described in Attachment A	✓	✓
9. Volunteers and fully participates in a community service activity for at least 8	✓	✓

Requirements	Youth	Adult
hours per month		
10. Preparation for application for Jyo Kyo Certification	✓	✓
<i>Group Leadership Skills</i>		
1. Completion of a project under the supervision of the instructor that engages individuals of the same age-range to improve human relations at home, in the school, community, or workplace.	Requires cooperation, review and approval by parent/guardian	✓
2. Completion of a project under the supervision of the instructor that engages individuals of the same age-range that focuses on the application of one or more of the 5 Moo Do values of History, Tradition, Philosophy, Discipline/Respect, and Technique in their home, school, or community.	Requires cooperation, review and approval by parent/guardian	✓
3. A project or activity acceptable to the instructor that shows evidence of skill development in one or more of Group Leadership Skills listed in Attachment A.	Requires cooperation, review and approval by parent/guardian	✓

LEVEL 2: ASSOCIATE/INTERMEDIATE LEADER

Requirements	Youth	Adult
<i>Individual Leadership Skills (Must include and advance individual leadership skills addressed in projects completed at the Assistant level AND include skills not addressed)</i>		
1. Demonstrates and models the highest ethical and moral conduct expected of a Soo Bahk Do practitioner.	✓	✓
2. 90% or better on Level II Moo Do Leadership Assessment by Instructor.	✓	✓
3. Evidence of good to superior academic achievement and school performance.	Applies to all applicants enrolled in any school program	
4. Evidence of consistent weekly Soo Bahk Do training and attendance	✓	✓
5. Consistent attendance, support and assistance at local and regional events sponsored by the studio and/or Federation.	✓	✓
6. Actively assists and assumes responsibility for activities during local, regional and national events sponsored by the studio and/or Federation.	✓	✓
7. Evidence of assistance provided to instructor as needed and requested for maintenance and upkeep of dojang (defined as location of training).	✓	✓
8. Evidence of <i>supervised</i> instruction provided to junior members.	Limited to gup members of same age or lower	To be determined by instructor
9. Report by parent/guardian of positive relationships in the home/family environment.	✓	Does not apply
10. Completion of a project under the supervision of the instructor and with the cooperation of the family to improve personal character and individual leadership skills described in Attachment A.	✓	✓
11. Volunteers and fully participates in a community service activity for at least 8 hours per month.	✓	✓
12. Public recognition for contributions to community service.	✓	✓
13. Applies for and earns Jyo Kyo Certification	✓	✓
14. Preparation for Kyo Sa Certification	✓	✓
<i>Group Leadership Skills (Must include and advance group leadership skills addressed in projects completed at the Assistant level AND include skills not addressed)</i>		

Requirements	Youth	Adult
<i>Individual Leadership Skills(Must include and advance individual leadership skills addressed in projects completed at the Assistant level AND include skills not addressed)</i>		
1. Completion of a project under the supervision of the instructor that engages individuals of the same age-range to improve human relations at home, in the school, community, or workplace.	Requires cooperation, review and approval by parent/guardian	✓
2. Completion of a project under the supervision of the instructor that engages individuals of the same age-range that focuses on the application of one or more of the 5 Moo Do values of History, Tradition, Philosophy, Discipline/Respect, and Technique in their home, school, or community.	Requires cooperation, review and approval by parent/guardian	✓
3. Completion of a project or activity acceptable to the instructor that shows evidence of skill development in one or more of Group Leadership Skills listed in Attachment A.	Requires cooperation, review and approval by parent/guardian	✓

LEVEL 3: SENIOR LEADER

Requirements	Youth	Adult
<i>Individual Leadership Skills (Must include and advance group leadership skills addressed in projects completed at the Assistant level AND include skills not addressed)</i>		
1. Demonstrates and models the highest ethical and moral conduct expected of a Soo Bahk Do practitioner.	✓	✓
2. 90% or better on Level III Moo Do Leadership Assessment by Instructor.	✓	✓
3. Evidence of good to superior academic achievement and school performance.	Applies to all applicants enrolled in any school program	
4. Evidence of consistent weekly Soo Bahk Do training and attendance	✓	✓
5. Consistent attendance, support and assistance at local and regional events sponsored by the studio and/or Federation.	✓	✓
6. Assumes <i>full</i> responsibility for specific activities during local, regional and national events sponsored by the studio and/or Federation.	✓	✓
7. Evidence of assistance provided to instructor as needed and requested for maintenance and upkeep of dojang (defined as location of training).	✓	✓
8. Evidence of <i>regularly scheduled supervised</i> instruction provided to junior members.	To be determined by instructor	
9. Report by parent/guardian of positive relationships in the home/family environment.	✓	Does not apply
10. Completion of a project under the supervision of the instructor and with the to improve personal character and individual leadership skills described in Attachment A.	✓	✓
11. Volunteers and fully participates in a community service activity for at least 8 hours per month.	✓	✓
12. Public recognition for contributions to community service.	✓	✓
13. Applies for and earns Kyo Sa Certification	✓	✓
14. Preparation for Sa Bom Certification	✓	✓
<i>Group Leadership Skills (Must include and advance group leadership skills addressed in projects completed at the Assistant level AND include skills not addressed)</i>		
1. Completion of a project under the	Requires cooperation,	✓

Requirements	Youth	Adult
<i>Individual Leadership Skills (Must include and advance group leadership skills addressed in projects completed at the Assistant level AND include skills not addressed)</i>		
supervision of the instructor that engages individuals of the same age-range to improve human relations at home, in the school, community, or workplace.	review and approval by parent/guardian	
2. Completion of a project under the supervision of the instructor that engages individuals of the same age-range that focuses on the application of one or more of the 5 Moo Do values of History, Tradition, Philosophy, Discipline/Respect, and Technique in their home, school, or community.	Requires cooperation, review and approval by parent/guardian	✓
3. Completion of a project or activity acceptable to the instructor that shows evidence of skill development in one or more of Group Leadership Skills listed in Attachment A.	Requires cooperation, review and approval by parent/guardian	✓
15. Assists fellow Soo Bahk Do practitioner in starting a new program of instruction	✓	✓
16. Applies for and begins new program to teach Soo Bahk Do through START or meets requirements to open dojang.	✓	✓

Additional Information

Examples of Effective Leadership

- Ability to recruit and organize individuals to achieve a common mission or goals
- Collaborative and cooperative interaction with peer and adults
- positive humanitarian contributions to the community
- promoting and supporting the organization and the art
- ability to assume instructional responsibilities at the studio, regional and national levels
- contributions to the organization, coordination and implementation of studio, regional and national events
- Participation and contributions to the START initiative to expand the influence of the art in the community.

Examples of Evidence of Ethical Character and Personal Development: includes but is not limited to increased personal responsibility within the family, academic achievement and contributions to the community; increased awareness of Moo Do Values and their application to training and daily life; participation and contributions to school, family work and community activities and projects that improve human relations; support for the organization and the art in the conduct and implementation of studio, regional and national events; and evidence of individual and group leadership skills with a focus on exemplary contributions as a martial arts practitioner to addressing local community needs through volunteer and other activities.

Examples of Core Leadership Skills

Individual Leadership Skills

- Time Management
- Public Speaking
- Self-Efficacy
 - Self-Reliance
 - Ethical Choice Making
 - Goal Setting & Attainment
 - Self-Regulation & Management
 - Positive Perceptions of Control, Efficacy, and Outcome Expectations
 - Self-Awareness & Knowledge
 -
- Character Development
- Role Modeling
- Mentoring
- Personal Assessment & Reflection

Group Leadership Skills

- Team Building
- Ethical Decision Making
- Conflict Resolution
- Civic Engagement
- Community Service

- Group Facilitation & Leadership
- Collaborative Problem-Solving & Decision-Making
- Sustainable Social Change
- Advocacy
- Research, Information & Data Collection, Evaluation, & Reporting
- Grant writing
- Serving on Advisory Boards and Boards of Directors
- Planning & Implementing Leadership & Community Projects
- Volunteerism

Core Curricular Focus

What a leader must BE

What a leader must KNOW

What a leader must DO

Core Social Issues

Youth violence

Bullying

Academic failure

Homelessness

Environmental Responsibility

Substance Abuse (drugs and alcohol)

Physical and Mental Health (e.g., obesity, suicide)

School Safety

Corporate Sponsors

Examples:

<http://www.nylc.org/about/sponsors>)

<http://calylf.org/sponsors/sponsor-opportunity.php>

1. Help youth learn specific knowledge and skills related to leadership.
2. Enable youth to understand the history, values, and beliefs of their society.
3. Facilitate the development of individual strengths and leadership styles.
4. Facilitate the development of ethics, values, and ethical reasoning.
5. Promote awareness, understanding, and tolerance of other people, cultures, and societies.
6. Embody high expectations of, confidence in, and respect for youth served.
7. Emphasize experiential learning and provide opportunities for genuine leadership.
8. Involve youth in service to others – to their community, their country, and their world.
9. Facilitate self-reflection and processing of learning both individually and cooperatively.
10. Involve youth in collaborative experiences, teamwork, and networking with peers.
11. Involve youth in significant relationships with mentors, positive role models, and other nurturing adults.
12. Be developed around stated purposes and goals.

