

WORLD MOO DUK KWAN LEADERSHIP DEVELOPMENT PROGRAM

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 of our training through the Five Moo Do Values, the 10 Articles of Faith, Mission 2000, and many other aspects. 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 that of others. The ultimate goal is the development of leaders who are personal examples of our Moo Do Philosophy.

MISSION

The mission of the World Moo Duk Kwan Leadership:

- To empower and train members as dynamic, effective and ethical leaders on a world scale.
- Help members develop their character and skills in support of the Art through service in their communities.
- To help members gain skills that will allow them to achieve success in their futures.

GOALS

- Provide training and leadership opportunities for motivated Dan members
- Increase the visibility of Soo Bahk Do and its availability to the general population.
- Increase opportunities for understanding and demonstrating the 5 Moo Do Values, through community responsibility, and Moo Do character.
- Enhance life skills and build lasting relationships.
- Sustain the art and organization by supporting emerging members to assume leadership roles
- To promote the development of integrity, values, virtue and actions required to serve and help others.
- Make real and positive contributions to society that will promote harmony, balance, and virtue.

DESIRED OUTCOMES

1. Evidence of Effective Leadership:

- Skills and behaviors required to collaborate with peers and adults.
- Ability to set and achieve common goals that promote and better human relations.
- Personal actions that enhance the lives of others and their community.
- Evidence that shows an effect on the organization as seen by the public.

2. Evidence of Ethical Character and Personal Development:

- Consistent personal behavior and commitment to demonstrating the Five Moo Do Values daily;
 - Home / Work / School / Community
- Contributions to the Moo Duk Kwan and one's local community that improve human relationships.

3. **Knowledge Development and Dissemination:** includes actively engaging in activities that assist others in understanding and practicing the Moo Duk Kwan Philosophies 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 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. Successful graduates of the leadership program will be community examples for altruistic and virtuous behavior developed as a result of this program. Community actions taken by the program's participants demonstrate the value of training in a traditional martial art. Leadership graduates who demonstrate Moo Duk Kwan philosophy in action will gradually help to change perceptions about the purpose of practicing a martial art and help to accomplish our founder's goal of improved relations throughout our world.

LEADERSHIP DEVELOPMENT PROGRAM STRUCTURE AND ORGANIZATION

What is it? The World Moo Duk Kwan Leadership Program is a program for youth and adult members to develop a commitment to Soo Bahk Do training and the application to one's daily life such as demonstrating the courage and persistence to develop their personal integrity, honor, and virtue by serving and helping others, understanding the personal sacrifice it will take.

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 express participate in the World Moo Duk Kwan Leadership Program must apply for the leadership program with a letter of intent to their instructor. There is a nominal fee of \$60.00 for individual practitioners to cover the cost of materials required to participate in the program.

**The majority of candidates feel that the fee should be broken down into two parts to support both the World Moo Duk Kwan, and the Instructor / studio owner for their efforts and to motivate them to utilize the program. \$30.00 to be sent to U.S. Soo Bahk Do Moo Duk Kwan Federation to cover cost for the program, and \$30.00 that the instructor /studio owner would keep to cover their cost and time to promote and instruct the program. This helps to create "Financial stability" as stated in Mission 2000.*

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. 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.

**The majority of candidates feel that there should not be a cost to the instructors to implement the program. We feel this should be a benefit of being a studio owner and covered already in our yearly studio fee.*

How is the program organized? There are four stages, three of which are leadership levels -inductee, apprentice, associate and senior leadership. Individuals participating in the program will begin as an inductee and continue into the leadership stages. Jo Kyo and Kyo Sa practitioners may submit requests for a waiver of requirements with evidence that have completed the requirements in various ways subject to review.

PROGRAM REQUIREMENTS

Program Description and Requirements

The World Moo Duk Kwan Leadership Program is led, managed and operated by instructor under the guidance of the TAC .

Children's Program.

The children's program is specifically designed to empower youth dan members 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 through Dan Rank.

Adult Program.

The adult program is designed to provide opportunities for the organization and the art to benefit from contributions and leadership by adult members who have actively served and have been involved in activities that involve self-sacrifice and service to others.

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 \$60 application fee.
3. Upon receipt of the application, a WMDKLP Patch and Training Manual (downloadable on the wiki site) would be immediately issued to the participant (i.e., inductee, apprentice, associate, senior). The patch would be worn on the right sleeve of their Do Bok.
4. The training manual will describe specific requirements.
Program Manual - Downloadable PDF on the wiki site.
By having the PDF version online the federation is not burdened by the cost, the printing, postage of the materials and staff time. The manual can be accessed through a special code so it is not accessible by those that have not applied.
5. The student will be responsible for maintaining their personal portfolio that includes the evidence required that the leadership trainee has met program requirements for the level they have been approved (i.e., inductee/cadet, apprentice, associate, senior).

Certificates – Downloadable PDF on the Wiki Site

- A. Certificate of Participation: This certificate is given that supports a candidate in achieving their project presented by the candidate.
- B. Certificate of Project Completion: This certificate is presented by the instructor to the candidate upon completion.
- C. Certificate of Leadership Completion: (Apprentice/Associate/Senior) This certificate is presented by the instructor to the candidate upon completion and approval from TAC.

By having the PDF version online the federation is not burdened by the cost, the printing, postage of the materials and staff time. The certificates can be accessed through a special code so it is not accessible by those that have not applied.

6. Upon meeting all leadership requirements at a specific level (e.g., inductee, apprentice, associate, senior), the instructor will submit evidence of the student's leadership activities to the TAC for review.
7. 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).

Patches – examples to follow

- a. Main Patch given to student upon approval into the program as an Inductee
 - b. First Level, Apprentice Bar to be positioned above the Main Patch upon completion
 - c. Second Level, Associate Bar will replace Apprentice Bar upon Inductee
 - d. Third Level, Senior Bar will replace Associate Bar upon completion
Cost to be determined by current market value to be created, ordered in bulk and shipping/handling as determined by headquarters
8. Individuals who acquire leadership ranking will be recognized during a Regional event and/or National Festival with examples of their stories and contributions as well as posted on the Soo Bahk Do Institute. This will allow fellow students as well as their families to recognize the programs value, motivating their desire to become involved

Program Roll-Out and Implementation – Recommendations for rolling the program out and assisting instructors regionally and nationally with implementation.

- A. Roll out to a few instructors in each region who feel confident in the program and how it works. Allow them to 'test' it out on a select group of students to identify gaps, issues, strengths and weaknesses of the program. Identify what the program is, and what it is not. These pilot instructors will be granted latitude to adjust the program slightly as needed and SHARE their results with the other pilot studios and TAC.
- B. These pilot studios from each region will maintain communication with each other and TAC and share their findings during the initial piloting (1 year?).
- C. The pilot studios will then assist TAC to provide insight, guidance and direction to other studios within the region.
- D. Each Region will develop a member to act as the 'Regional Assistant' to answer questions, aid in implementation, etc. of the program.

CANDIDATES THAT COMPLETE THE YOUTH LEADERSHIP ACADEMY AND WISH TO BE CONSIDERED TO TEST FOR SA DAN EARLY AGE 18

Prior to applying for early testing the Candidate must submit an essay to the T.A.C. that encompasses their experience in the Youth Leadership Academy Program. The essay should include experiences they felt achieved the goals set forth by the program, as well as lessons learned from events that may not have turned out as expected. Consideration should be paid to what they think would help to enhance or modify the program. Modifications or improvements to the program should be thought through and detailed. The essay should be no less than 7 pages nor more than 10.

Suggested Patches (Three Patches)

1st Idea:



Second Idea: (four patches)

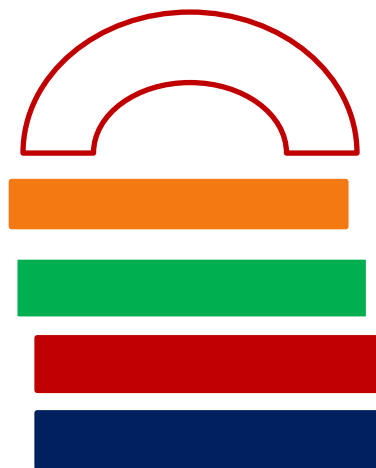
Top Curved "Leadership" Bar

Orange= Inductee

Green= Apprentice

Red= Associate

Blue = Seniot



COMMENTS

Date	Comments

World Moo Duk Kwan Leadership Program ®
As part of: (School Logo/Information May Go Here)

Community Service Log:

Student's Name: _____ Rank: _____ Leadership Level: _____

Date of Activity:	Time of Activity: (From/To)	Total Hours:	Brief Description of Activity:	Name and Signature of Adult who Supervised Activity:	Instructor's Signature:

Total Number of Community Service Hours: _____ hours

Total Amount of Time to Complete: _____ months

World Moo Duk Kwan Leadership Program ©
As part of: (School Logo/Information May Go Here)

Project Log:

Student's Name:	Rank:	Leadership Level:
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PART 1: To be completed **PRIOR** to starting the project. Complete each section and submit to your instructor for prior approval.

Project Name:	
Who will be a part of this project activity?	
When will this project happen? (Dates of project)	
Where will this project activity take place?	
Why did you choose this project?	
What do you think you will learn from this project?	
How will you share what you learned with your juniors?	

If approved, instructor's signature: _____

If denied, instructor's reason for denial: _____

Part 2: To be completed **AFTER** completion of project. Write a brief essay and submit to your instructor for **FINAL** approval.

On a separate sheet, write a brief essay that answers the following questions:

- ① What did you learn from this experience?
- ② How has this project supported your training?
- ③ How will you share what you have learned with your juniors?
- ④ If you could do this project again, what would you do differently?

SUGGESTED LEADERSHIP OR COMMUNITY SERVICE PROGRAM FOR CHILDREN AGE 11 AND UNDER

- For this section, we recommend an age group between 5 - 12 years.
- Since in this age group the students are growing and maturing. We suggest that the program be based on what we could call "Play and Discover". We could give it a special and colorful name as "Tiny Grasshoppers" or another name attractive to children and youth.
- This program could consist of the following:
 1. All activities should be subscribed to the Do Jang area and time. At this development stage, it is not advisable to distract student from their daily academic studies, family activities and responsibilities.
 2. Initially present the Moo Do values by having each student memorize the 10 articles of faith of the Moo Duk Kwan and ask each student to prepare an oral talk on what they understand by each article.
 3. Following step two, a game can be prepared as a play, and have each student dramatize one of the articles. This can be done by using other students as actors for the play. As for example, "Article #5: To be respectful to elders" can be dramatized as two students acting one as a youth and the other as the elder, etc.
 4. To stimulate leadership and participation, a prize would be granted in the form of certificate for the best play.
 5. Another "Play and Discovery" activity could be the challenge of building their self esteem and confidence by simulating special critical situations on values (e.g., bullying, violence, ethnic differences and tolerance, internet privacy dangers, etc.) and having the group resolve what would be the most wanted or desirable outcome according to the Moo Do values. Example. create a situation of bullying and have each student analyze and provide assertive feedback discussions. The instructor can assist in this activity.
 6. Use existing materials such as the Moo Duk Kwan Coloring Book (We believe it still exists) for young children to teach Moo Do values, and prepare other learning materials such as "Leadership Cards", describing one attribute on each card of a leadership skill. Example: one card describing the value of "responsibility", another with "teamwork", etc. A set can be prepared for each student.
 7. Suggested List of Leadership Qualities to be covered in this program should, linked to the Moo Do values: Confidence, responsibility, planning, self-belief, creative thinking, integrity, and courage.