Applying the Integrated Capacious Model of Leadership Identities Construction as an Assessment Tool and Program Design Template

Preconference Workshop
Wednesday, 24 October
09:00 - 12:00 | Palm Beach County Convention Center – 2A

This workshop guides participants to interact with the Integrated Capacious Model of Leadership Identities Construction in two practical ways: (1) as a self-assessment snapshot of their own leadership development journey, and (2) as a design template for leadership identities development programs. The Integrated Capacious Model is an interdisciplinary, multi-level examination of leadership identities across space, time, and people, rather than as a single heroic leader, instance, or identity. The model’s Systems (Individual System, Microsystem, Mesosystem, Exosystem, Macrosystem, and Chronosystem) locate leader identity in time and space, while its Influences (Purpose/Calling, Self-Identity, Social Identity, and Relationships) pinpoint key factors affecting leader identities. The model connects its Systems and Influences with prominent leader identity theories (Narrative Identity, Identity Theory, Social Identity Theory, and Social Constructionism). The workshop is designed for scholars, educators, and practitioners from any culture, discipline, sector, or organization who seek to broaden their understanding of leadership identities and gain a tool for diagnosing and developing their own and others’ leadership identities construction process. The workshop goals will be met by presenting an overview of the model, guiding participants through a step-by-step activity to analyze their personal leadership identity experience, and offering a template for designing leader identities development programs.

I. Welcome and Introductions: Views of Leadership Identities
   a. Participants work in small groups to introduce themselves by describing their “leadership identity” using a few adjectives.
   b. Presenters review leadership identity concepts and how they impact us, aiming to challenge our assumptions.

II. Integrated Capacious Model of Leadership Identities Construction
   a. Leadership Theory and Research: Gaps and Opportunities – Examination of the current leadership research and theory environment in which the Model evolved.
b. **Integrated Capacious Model: Interdisciplinary, Inclusive, Spacious** – Consideration of how this model is different from the status quo, yet aligns with published, progressive thinking.

c. **Systems: Individual System, Microsystem, Mesosystem, Exosystem, Macrosystem, and Chronosystem** – Participants begin their self-assessment diagnostic exercise by indicating the significance of the Systems to their leadership identity experiences across their lifetimes.

d. **Influences: Purpose/Calling, Self-Identity, Social Identities, and Relationships** – Participants continue by proportioning the Influences on their leadership identity experiences.

e. **Theories: Narrative Identity, Role Identity Theory, Social Identity Theory, and Social Constructionism** – Participants learn these theories and their connections with Influences and Systems to complete the holistic picture.

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**III. Integrated Capacious Model Self-Assessment**

a. **System Significance** – Based on the steps above, participants are invited, but not required, to share their System profile with other participants to observe similarities and differences.

b. **Influence Salience** – Participants are invited to explain their Influences and their impact, positive or negative.

c. **Individual Snapshots** – Participants have the option of showcasing their snapshot leadership identities, either within a small group or to the full group, depending on time and number of participants.

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**IV. Integrated Capacious Model Program Template**

a. **Designing Model-based Development Programs** – Presenters offer participants another application of the model as a template to create leadership development programs. Participants will consider programs they coordinate or programs they would like to design.

b. **Sample: Girls Innovation Academy** – Illustrates how the model is used for a leadership and innovation training for middle-school girls as a six-week summer intensive camp and as once-a-month programming.

c. **Sample: Peer Leadership and Mentor Circles** – Examines the model as a guide for an adult professional development training in mentoring and leadership for academics and practitioners.

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**V. You Can Take It with You: Living the Lessons** – Participants take prepared resources with them to further apply the Integrated Capacious Model to themselves and others.