

program type	class	conference	community	coaching
format description	teacher to students, clear process of teaching informative lessons to audience	large-scale event, inspirational, motivational, broader exposure, opportunity for networking	small group, learning community, roundtable forum; participatory event with ample time for interaction	modeling, mentored, counseled, through personal consultation and/or coaching
process	teaches leadership principles and/or skills through cognitive basis, content-oriented; lesson plans; objective to help students assimilate information	large group event involving promotion and registration, plenary sessions and workshops to feature speakers and content exposure; catalytic	group facilitation provides interactive space to learn and practice skills; process-oriented; learning happens experientially and peer-to-peer	specific goals and objectives defined through dialogue between coach and subject, and then worked on; person-oriented
impact or outcome	attendance record is easily measurable, tests can measure retention or understanding of content; could be credited towards academic credentials	exposures leadership topics and leaders to maximum audience size; generates encouragement or enthusiasm; possibly motivation to make transitional changes	usually focused programming, to develop specific aspects; learning is actively put into practice during and/or after event; on-going relationship possible if facilitated	develop specific personal strategy, planning, skills enhancement; very focused life-changing impact, depending on individual follow-through
size of attendance	classroom, generally less than 50; large classroom might hold up to 300	conference plenary session could number from 100s to thousands	optimal for group size of 8 to 12	usually one-on-one
duration	one-time, one-day, weekend, recurring weekly or semester-long	usually 1 to 3 days	week-long, 25 days, or up to 2 years residency	customized
key ingredient	quality teacher and quality content; classroom setting	speaker(s) with name-recognition or reputation - strong communicator; programming excitement	\$ for skilled group facilitator; selection process for attendees	skilled coach/mentor, \$ for coach's consulting fee
secular examples	(many)	(many)	LDP (week-long, \$6000); LEAP (Asian American), Covey	Executive coaching, Life coaching
Christian examples	seminaries, colleges, institutes	EQUIP (John Maxwell)www.iequip.org , Bill Hybels's Ldr Summit , Rick Warren's Purpose Driven Church Conf. , teaching church's conferences , Urbana , etc. (many of these), Leadership Network	Arrow Leadershipwww.arrowleadership.org , Haggai Institutewww.haggai-institute.com , CMA Exec Ldr Program , CoachNetwww.coachnet.org , GrowingLeaderswww.growingleaders.com	CRM Life Planningwww.crmnet.org
* chart by DJ Chuang; based on my observations of various programs promoted as leadership development			* ideally, people form their leadership development with a local community of people over many years of personal growth, where they're known, grown, and mentored	