

Essence of the AILP®

Not many people have the innate and natural ability to lead others. It appears that there are several personal actions/developments and cognitive connections (including mind-sets) which need to occur before authentic leadership can be genuinely expressed. One of the most sought after workplace and business skills required in the twenty first century is emotional intelligence (EQ). A high level of discernment aids in the appropriate deletion of useless information, and this 'filter' is both an organisational and cognitive skill which individual leaders exercise to varying degrees. The brain's ability to reorganize itself by forming new neural connections throughout life is known as neuroplasticity and this allows the neurons (nerve cells) in the brain to compensate and to adjust their activities in response to new situations or to changes in their environment. With the increase in the rate of technological advancement and access to World Wide Web information, the importance of the leader to become more discerning is greater than ever before.

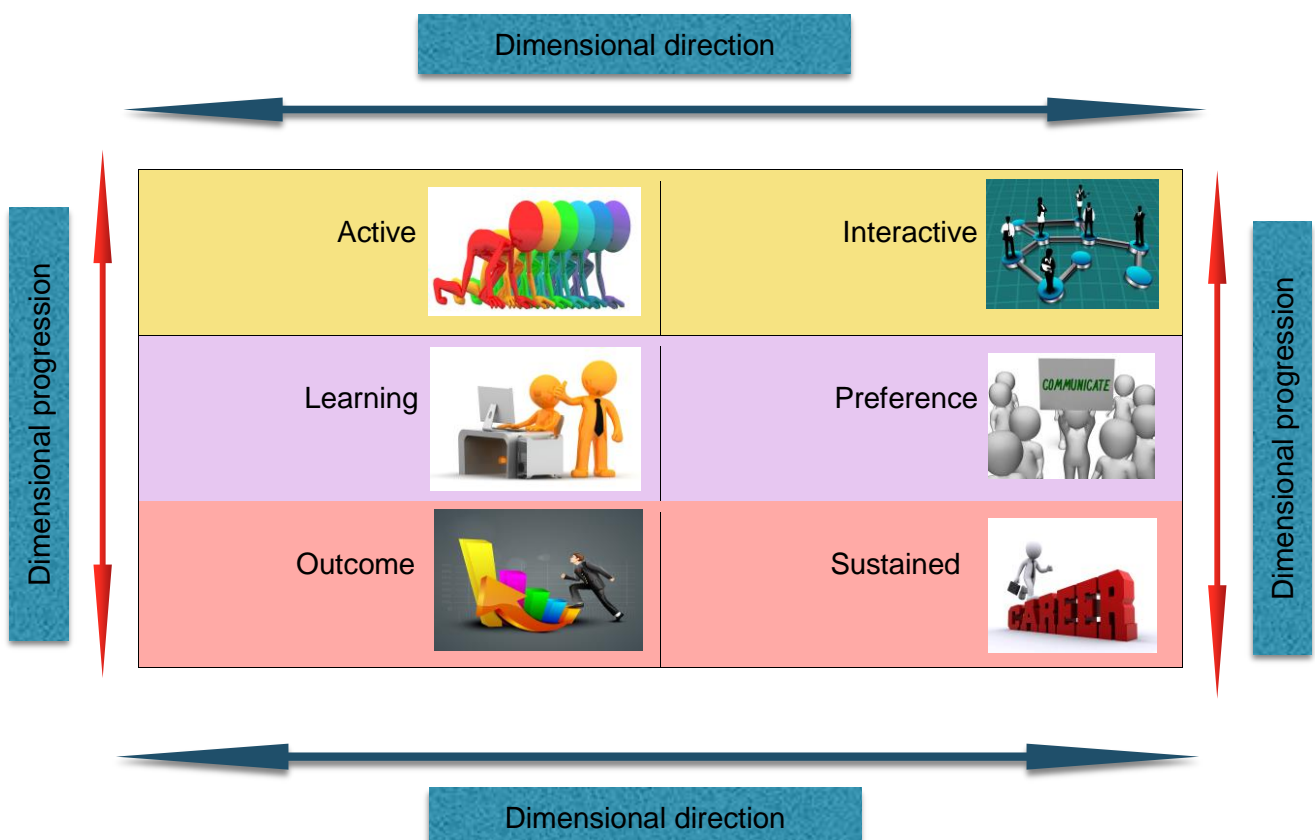
When we are called upon to lead we need to realise that as an authentic leader, personal growth of the leader and team members should be a focus. Without this essential element, we cannot take others with us along a particular journey. The provision and resourcing for the development of the personal growth of each member of our teams is essential for the leader to gain credibility in the eyes of those to whom they are accountable.

AILP® (Active-Interactive-Learning Program)

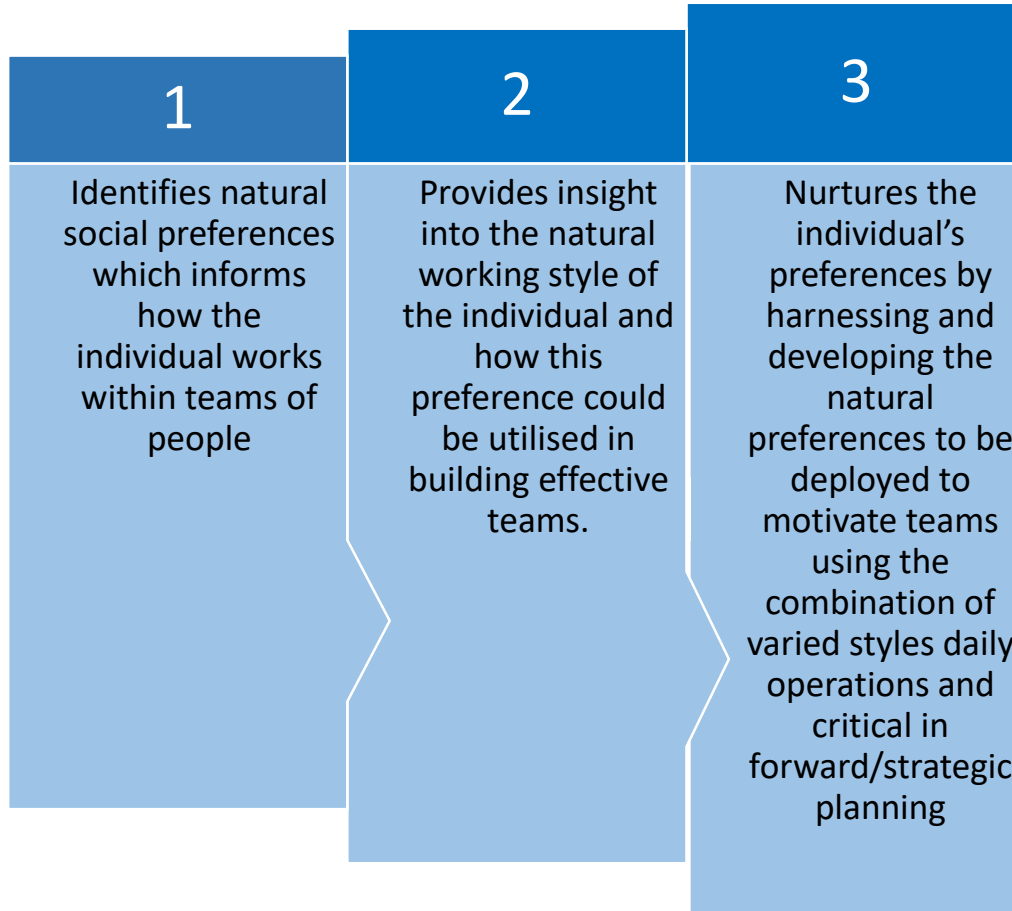
The AILP® is a programmable process designed by Pro-Ed Enterprises which relies on the authentic nature of the active element of the program to develop the interactivity of the participants and hence the learning process follows in which the leadership traits of the emerging leader become reinforced and sustained. The largest contributor to the interactive nature of the developmental learning component is owed largely to the concept of emotional intelligence (EQ). This is not a new term in leadership circles, and emerging research has shown that this element is of greater importance than IQ. As a leader of a team, the level and frequency of discernment required to be an effective and authentic leader in the modern world, requires a highly developed EQ.

The concept of the AILP® has been founded and designed by the author, Dr Andrè van Zyl to highlight the importance of the active, interactive and pedagogical learning components of the program based on his previous doctoral research in curriculum studies and design through environmental education science concepts (2003). Course AILP-1 is the first step in becoming a sustained and authentic leader.

The following figure illustrates the essential components of the AILP®:



SPI[®] (Social Preferences Indicator Tool)



Despite much research, a precise definition of social preference has not been agreed upon. In most cases, 'social preference' is defined loosely as *a concern for the payoffs allocated to other relevant reference agents in addition to the concern for one's own payoff*. A separate branch of research has focused on altruism and warm glow motives for giving to others, especially in the context of public goods provision (Carpenter, 2007)