



Leadership Initiatives

International Internship Program



2021-2022
Academic Year

[About Leadership Initiatives](#)

[About the International Internship Program](#)

[IIP Rules and Procedures](#)

CONTENTS

WHO WE ARE

Leadership Initiatives is a 501(c)(3) nonprofit based in Washington, DC that focuses on international grass-roots development in underserved communities.

IN THIS PACKET

The International Internship Program is a one-of-a-kind opportunity for high school students around the world to intern with a real business in the developing world and transform communities across the globe. Read more to learn about Leadership Initiatives, the International Internship Program, and its benefits for participants.

03

Leadership Initiatives

05

International Internship Program

17

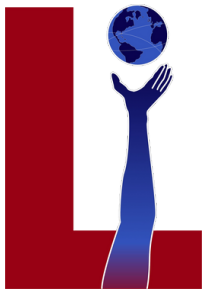
College Benefits

22

Rules & Procedures

28

Code of Conduct



LEADERSHIP INITIATIVES

INTERNATIONAL INTERNSHIP PROGRAM



LETTER FROM THE EXECUTIVE DIRECTOR

As Executive Director of Leadership Initiatives, I have been proud to work with thousands of outstanding high school students from across the United States and the world. For over 15 years, students have interned with Leadership Initiatives to gain real-world experience with leading professionals and be surrounded by like-minded peers.

While the current COVID-19 pandemic has greatly impacted most academic and extracurricular opportunities, Leadership Initiatives is expanding our decade of experience of conducting remote year-long internships with two more areas of focus. We are the only program in the world where students can start an internship with a business in the developing world, improve human rights with local development leaders in Northern Nigeria, and design real public health initiatives in sub-Saharan Africa.

Leadership Initiatives has endorsements from the Microsoft Youthspark Program, the Starbucks Foundation, the International Youth Foundation, GlobalGiving, TestRocker, and University Connection.

Leadership Initiatives is committed to providing students with internships to help them stand out on their college applications and advance them in their careers. All of our virtual internships will be both interactive and engaging, and we are committed to maintaining the academic quality and rigor you expect.

In order to help students navigate the changing college admissions process, all interns will receive one year of standardized test prep from our partners at TestRocker, and receive college assistance from University Connection with college probability modeling, application essay editing, scholarship assistance, resume editing, and letters of recommendation.

I am honored to have had the opportunity to work with many of the world's best and brightest high school students to help them reach their full potential.

Marshall Bailly
Executive Director



ABOUT LEADERSHIP INITIATIVES

Leadership Initiatives (LI) empowers underdeveloped communities to address their own needs by partnering with local government and business leaders to provide promising individuals with entrepreneurial, leadership, and project management training. These leaders identify obstacles, develop solutions, and create new businesses to empower themselves and their communities.

Short term objective: Train local leaders to create sustainable solutions to existing community problems and spark economic growth.

Long term objective: Develop a generation of leaders that are poised to empower people, communities, and entire nations around the globe.

Leadership Initiatives confronts systemic underdevelopment with an innovative model that empowers communities to identify shared needs and maximize socio-economic potential.

By partnering with local municipalities, businesses, and other NGO's to train promising local entrepreneurs, LI cultivates ingenuity, sustainability, and a culture of self-reliant leadership. Our track record highlights a smart, forward-thinking process of community involvement, individual training, micro-finance, and civic implementation.

LI's successes in designing and implementing profit-generating businesses result from a progressive three-tiered approach: Preparation, Training, and Sustainability. Through this model, Leadership Initiatives works to promote lasting growth and raise underserved communities out of the cycle of poverty.



LEADERSHIP INITIATIVES' THREE STEP APPROACH

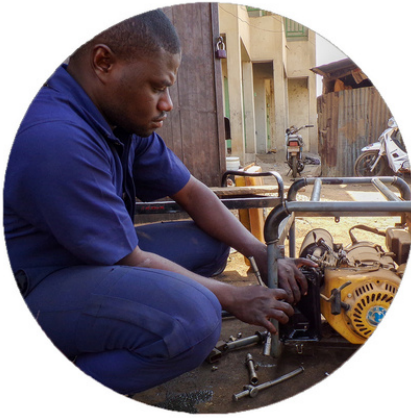
PREPARATION

Once a community has been selected, LI trains a Program Manager, Instructor, and Operations Manager to initiate the project. LI staff then works with the developing communities to reach out to local leaders interested in opening their own business and conducts extensive interviews to select individuals for the program.



TRAINING

LI begins the process of educating participants in the skills of community planning, project management, fundraising, budgeting, and networking. Simultaneously, students work with LI to identify common challenges facing their community. By the end of the course, participants have created multiple working solutions. Each group, aided by LI staff, coordinates a plan of action and initiates partnerships with universities, businesses, NGO's, and local municipalities.



SUSTAINABILITY

Finally, local businesses and donors are approached by project participants to help finance their initiatives. All funds raised locally are matched by LI, and local offices are established and staffed with trained, in-country personnel. Progress reports based on established goals and timelines for project completion are then submitted quarterly to both local offices and LI headquarters to help ensure continuity and increase accountability efforts.



INTERNATIONAL INTERNSHIP PROGRAM

For more than 15 years, Leadership Initiatives has operated on the same principle: you are never too young to change the world. Leadership Initiatives' International Internship Program (IIP) is a two-year program that partners motivated high school students with community leaders from across the globe.

This partnership creates an opportunity for students to develop solutions for real-world problems facing communities in developing nations. IIP develops the leadership capacity of hundreds of high school students throughout the United States and the globe, creating a new generation of critical thinkers with a depth of experience in international development. Students create solutions to help address local development issues and in turn, solve real-world business, medical, and legal problems facing others.

140

High Schools
Participating Around
the World

12,367

Lives Changed Across
the Globe

STUDENT-LEAD TEAMS

Over the course of two years, students have an internship with a development partner from LI's current area of focus: Northern Nigeria. Student teams work weekly to address issues that their partner faces in their everyday practices, benefiting not only the development partner, but also the entire community. Students complete practical research for each solution and help their partner implement the findings.

In the past, students have created a various number of solutions, ranging from new advertising plans and accounting systems to advocacy campaigns and in-depth health curriculum. The solutions that students in the International Internship Program create directly impact the growth of communities in Northern Nigeria and create a ripple effect of success in the broader community. Our students work every day to transform developing communities worldwide and hundreds of lives along the way.



INTERNATIONAL INTERNSHIP PROGRAM BASICS

Leadership Initiatives is a registered 501(c)(3) nonprofit that has been fully vetted by GlobalGiving and has received their "Superstar" rating. Leadership Initiatives has also received "Goldstar" status from Guidestar, "Top Nonprofit" status from Great Nonprofits, and was awarded Georgetown University's coveted Outstanding Community Partner award from their Center For Social Justice.

Program Dates: August 22nd - April 30th (6 weeks off per year for school breaks, holidays, etc.)

Weekly Time Commitment: 1 - 2 Hours per week

Number of Team Members: 3 - 7 Members

Academic Priority: Academics always come first, and students will be able to prioritize school and family above the program

Program Cost: \$0

Estimated Value of Program Benefits: \$2,537 per year per student

Scholarship Assistance: Graduating seniors in the International Internship Program received over \$6,1 million in financial assistance to attend college from their universities and private institutions, often based on their work in IBIP.

FUNDRAISING

All teams in the International Internship Program are required to hold monthly fundraisers to create new ventures around the world. **No team will ever be dismissed from the program for not meeting their fundraising goal of \$750**, as long as the team is attempting to fundraise each month. All fundraised money goes directly to creating and expanding development projects across the globe through Leadership Initiatives' Business Creation and Expansion program.

UNIVERSITY ACCEPTANCE

Students in the International Internship Program receive additional college and career preparation that sets them apart from other peers their age.

In most cases, students participating in the program and utilizing the academics benefits will increase their chances of acceptance into the colleges of their choice.

For example, UCLA's acceptance rate for all students is 18%, while the acceptance rate for students in IIP is 50%.



International Public Health Internship



This year-long program will introduce students to the health care system in Nigeria. Students will target major health concerns in Bauchi by working with local development and health care workers to hold educational workshops across the state that targets the major health concerns including Immunization, Reproductive Health, Adolescent Health, Food and Nutrition, Child Health, Drug, Food hygiene and safety, Control of Malaria, and HIV/ AIDS.

Students will work to solve issues of accessibility, equity, quality, effectiveness, affordability, and efficiency for underserved populations in Nigeria. Students will have a huge impact in the community by providing health care knowledge to local communities across Bauchi.

Interns public health campaigns will be seen in hospitals, clinics, markets, and universities.

Nigeria is facing challenging health problems that need to be addressed using public health principles. Public health diseases such as Cholera, Lassa Fever, Yellow Fever as well as other diseases prone to an epidemic like malaria, tuberculosis, pneumonia, onchocerciasis, HIV/AIDS, Hepatitis B require a specialized mitigation intervention in the population.

The need to design adequate and efficient programs to address Nigerian health issues and provide an improved health status is important. As a part of the International Public Health Internship, students will work with officials from the Department of Public Health in Nigeria to formulate public health guidelines, policies, and support to implement and evaluate health surveillance, and promotion, and disease prevention programs.





International Business & Development Internship



Leadership Initiatives is working to end extreme poverty in rural Nigeria through entrepreneurship and innovation. We identify small business owners and participants for our program who live under \$1,90 a day, have little business experience, and are unable to provide for their family's basic needs.

Our staff in Bauchi conduct financial literacy training designed for participants who have little formal education and assist them in building sustainable small enterprises of three budding entrepreneurs each.

Once business owners have completed training, we pair our International Business & Development Interns with a business partner and a business mentor. As a member of the International Business & Development Internship, students will help tackle major issues at the grassroots level. Interns will work directly with small business owners in Bauchi, Nigeria to support and incubate local entrepreneurs. Students will work with Leadership Initiatives staff over the course of nine months to provide income-generating solutions for small business owners that focus on food supply, women empowerment, environment and sustainability, personal care, and mobility.

Interns will get practical exposure to business start-ups, project management, social development efforts, and mentorship. Interns will also see firsthand how innovation can solve issues and help provide for the most vulnerable population.



International Law & Advocacy Internship



Across Nigeria, an atmosphere of insecurity persists with lethal attacks by Boko Haram factions in the northeast, communal violence between nomadic herdsman and farmers spreading, and increasing banditry and theft, sexual assault, kidnapping, and general criminality.

While some measures towards accountability for crimes have been taken, including against members of Boko Haram, Nigeria has failed to conduct credible investigations into allegations of human rights abuses by government security forces, specifically, those that relate to protecting and promoting an individual's basic human rights.

During the International Law & Advocacy Internship Program, you will prepare research and assistance to assist local human rights and advocacy organizations.

By working with Leadership Initiatives staff on the ground, interns will gain exposure to the challenges associated with protecting and exercising one's human rights in Nigeria. The project coordinator will be designing specific internship projects with you and organizational leadership to develop and create tools to address some of the most pressing human rights issues and concerns facing people in Nigeria.

As an intern, you will participate in creating change for people who have experienced human rights violations, conduct legal and human rights research, and design real campaigns to implement in the region. This internship is great for those with excellent communication skills, a passion for ethics, human rights, and the legal system.

STUDENT STORIES



NAME: MEREDITH

Business Partner: Catering and Delivery Business
Received A Leadership Scholarship To Attend
The University Of North Carolina

"My name is Meredith K. and I was an IBIP team lead for two years. One of the things that really stood out to me about was how hard the staff worked to make sure I had an amazing experience. They are dedicated to changing the lives of both us as students and our business partners. The level of attention to detail and student support is unparalleled by any other program I have been a part of."



NAME: MATTHEW

Business Partner: Welding Business
Harvard freshman who taught new welding techniques and
designed a logo for his business partner

"I loved getting to work with my business partner Hamza and was honored to help transform his life with my team. It was so different from any experience I've ever had and taught me so much about myself and others. I realized this summer, that I do not have to be 40 or 30 or even 20 to change the world, I could do it right here, right now."



NAME: ANNA

Business Partner: Fish Farming
Received A Leadership Scholarship To Attend
The University of Notre Dame

"Leadership Initiatives college benefits program exceeded all of my expectations. For example, when I was accepted into Georgetown University, Leadership Initiatives lined up calls for me to speak with a professor about scholarship opportunities and a neurosurgeon to learn about the medical school."



MEET THE INTERNATIONAL INTERNSHIP PROGRAM FACILITATORS



MARSHALL BAILLY

Marshall Bailly founded Leadership Initiatives to empower men, women, and children around the world to determine their own futures, and to help break the cycles of poverty and dissatisfaction that plague so many communities worldwide. After 16 years, Leadership Initiatives has grown to help create and expand 78 independent businesses, raise over 10 million dollars for leadership programs and business creation, and development across the globe and create hundreds of jobs;

thus, affording parents the opportunity to send more children to school.

During this time, Marshall has received distinction for his work with Leadership Initiatives from the Youth Action Network, the Starbucks Foundation, GlobalGiving, the International Youth Foundation, and Georgetown University, winning their distinguished Outstanding Partner for Social Justice award. Leadership Initiatives has also grown its fundraising base tenfold, been honored as GlobalGiving's Best All Around Nonprofit out of over 5,000 organizations, and received endorsements and partnerships with the past two US Ambassadors to Nigeria, the Embassy of Nigeria in the United States, Omnilearn, IFast, Siemens, the US State Department and three members of Congress for their efforts to develop communities across the globe.

Marshall graduated with honors from American University in 2004 with Bachelor's Degrees in both International Relations and Political Science, as well as a specialized certification in Leadership. Marshall has extensive development experience working in the South African Parliament and has independently created several community development programs on the continent of Africa. He went on to earn a Masters Degree in Public Administration with a focus on Non-Profit Management from American University.

Marshall is tremendously proud of all the Leadership Initiatives Students, Staff, and Partners and cannot wait for another amazing year with the International Internship Program.



JESSICA BAILLY

Jessica Bailly is the Youth Development Program Director. She works directly with our experts and educators to create real-world educational experiences for our students.

Jessica believes that students of any age are capable of making a difference in the world. This belief is what lead Jessica to Leadership Initiatives. Her passion for empowering youth and encouraging the next generation of leaders is a great fit with Leadership Initiatives mission.

Jessica has held teaching positions around the world, including Baltimore, MD, Seoul, South Korea, Mcleod Ganj, India, and Nairobi, Kenya. She has also worked for several non-profit organization such as Creative Alliance, LHA Charitable Trust, Education Promise, and the Millennium Cities Initiative.

Jessica earned a master's degree in Education from Johns Hopkins University and a bachelor's degree in International Development from American University. In addition to her degrees, she holds a teaching certificate in Maryland and an International TEFL certificate.



LAUREN HENSEL

Lauren is the Leadership Initiatives Assistant Programs Director and has the overall responsibility of ensuring Leadership Initiatives' Youth Development Programs are an enriching, fun, and educational experience for everyone involved.

Lauren has been involved in the development of numerous new programs including the Advanced Neuroscience Summit, the Advanced Law and Trial Summit Tier II, and the International Leadership and Business Summit Tier II.

Lauren has worked with Leadership Initiatives for over three years and has continuously held a leadership role with running the internship program, being an IBIP facilitator, and working as the head of logistics at the summer programs. She brings a strong background which includes grant writing, stewardship activities, fundraising strategies, and donor relations.

Lauren has lead Leadership Initiatives development outreach program, leading to new partnerships with embassies across the District of Columbia, the World Bank, the U.S. Department of State and more.

Lauren is excited to continue planning Leadership Initiatives 2021 programs and looks forward to working with all the participants.



MAX DERBYSHIRE

Max Derbyshire is the Youth Development Programs Assistant Director and has the overall responsibility of facilitating Leadership Initiatives' Youth Development Program materials and curriculum development as well as overseeing the International Internship Program.

Max has worked with Leadership Initiatives for nearly four years, first as a student in the International Business & Development Internship Program. After working as the Fundraising Director for LI, he expanded his

responsibilities to oversee all Youth Development Programs. Max has extensive experience in nonprofit fundraising, organizational management, business and economic development, global health, and curriculum writing. He is currently attending Northwestern University Feinberg School of Medicine for his Master's in Public Health.

Max has helped over 1,500 Leadership Initiatives students gain entrance to college and has assisted Leadership Initiatives students in receiving over \$5 million in financial aid over the last four years.

Max knows that everyone is capable of making a profound impact on the world and is thrilled to continue working with Leadership Initiatives and students.



NICHOLAS SOVIERO

Nicholas Soviero is a Leadership Initiatives intern who mainly focuses on the National Security and Business Programs. He works as a team lead for both of these programs.

Throughout the school year, Nick mainly focuses on accounting and website work. Nick has worked with Leadership Initiatives for the past 4 years. He started as a student, attending multiple summer programs, and now is an intern. He began as a rising junior at a

Leadership Initiatives' Youth Development Program. Nick then started an IBIP team in his hometown and acted as the Team Lead for two years. He joined the LI internship team in September 2018.

In his free time, Nick enjoys watching sports and biking. His favorite sports are baseball and basketball. Nick attends the University of Florida and studies business, a field which he continuously applies the skills he developed with Leadership Initiatives in his studies.

Nick is so excited to continue working with Leadership Initiatives for the coming years. He is looking forward to assisting future students' journeys transforming lives across the globe.



ANDREA BATOON

Andrea Batoon is a Team Lead and works on Web Development for Leadership Initiatives. She has the responsibility of ensuring that each student working with Leadership Initiatives has a platform that properly showcases their hard work and accomplishments.

Over the course of this past year, she has facilitated the creation of hundreds of International Business Internship Program team and Youth Develop Program websites.

Andrea has worked with Leadership Initiatives for two years and participated in their International Business Internship Program as a Fundraising Chair throughout her high school career. Over the course of her time with Leadership Initiatives, she has grown her communication and leadership skills through her work in website development and office management. Andrea is the current office manager at all Leadership Initiatives Youth Development Programs watching over the development of our Business, Legal, and Medical education programs at Georgetown University.

Andrea is excited to continue her work with Leadership Initiatives and looks forward to assisting future students in their journey to transform lives.



LADY MASON

Lady began working with Leadership Initiatives in 2017, as a student at the International Leadership & Business Summit. She has since worked the Advanced Law & Trial Programs, T1 and T2, as a student and an intern. In addition to her work on the Law Team, Lady has been leading her International Internship Program team in finding solutions for our partners in Nigeria, since her sophomore year in high school.

Lady was named the All-MIPA Broadcast Student of the Year, by the Michigan Interscholastic Press Association, for her outstanding work lead-producing a bi-weekly newscast. Lady is an inducted member of the International Thespian Society, a State Thespian Officer, a member of Rho Kappa National Social Studies Honor Society, and a community activist. In June of this year, Lady graduated Summa Cum Laude from Lake Orion High School and in the fall she will attend the George Washington University, to major in Political Communications.

Lady is so excited to work as a facilitator in the International Internship Program and continue to serve communities worldwide.



CRISTINA MARTIN

Cristina Martin Ortiz is the Assistant Director of the National Security and Intelligence Summit. She works directly with Marshall Bailly in planning, creating, and executing the summit.

Cristina believes that everyone has a responsibility to reach out and make a difference in the lives of others, and that these differences can start with small actions that grow into an impactful reality. This is why she considers the work of Leadership Initiatives to be so meaningful.

Cristina is the second born in her family of four siblings and has been raised in Puerto Rico. She is a rising junior at the University of Puerto Rico, Mayaguez Campus, and is majoring in Industrial Engineering with a curricular sequence in International Relations. She is also training with her college's judo team, an active member of the National Society of Collegiate Scholars and RUMAR, an animal foster care and adoption organization.

Cristina has been able to grow as an individual and to expand her knowledge and understanding of things, because of her participation in such amazing programs, especially the IIP Program and Youth Development Programs. This has influenced her personal desire in wanting not only to improve the program but make it available for more students like her.



GABRIELA ZEIDLER

Gabriela Zeidler is the Assistant Director of the Advanced Law and Trial Internship Summits. She works toward planning, creating, and executing the program.

Gabriela has worked with Leadership Initiatives for over three years, both as a student, an intern, and a staff member. She began as a rising junior in high school at a Leadership Initiatives Youth Development Program.

Gabriela was the Team Lead and Nigerian Partnerships Chair of her IBIP team for two years and joined the LI internship team in September 2019.

Gabriela strongly believes in the power of community service and helping others. She is attending the George Washington University in the fall to study International Affairs and Peace Studies. She is looking forward to strengthening her skills that she has learned from Leadership Initiatives to be able to help change lives.

Gabriela is so excited to continue working with the students in the Leadership Initiatives International Internship Program and looks forward to another year of transforming lives around the world.



HALEY BOWLAND

Haley began her journey with Leadership Initiatives during the summer after her freshman year. After falling in love with the medical field during her week-long internship through the Advanced Medical and Public Health Summit, she carried this passion into creating her own International Internship Program with her friends at school. Her work with the IIP team got her connected with Lauren, and she has been interning ever since.

Haley is now a rising Freshman, going to attend Wake Forest in the Fall. Her passion for the health sciences has never dimmed and she looks forward to being immersed in many different sectors of the field - such as cellular biology, bioengineering, and even hospital management. Haley's interests also find her captivated in film, creating projects with friends in her local area. Outside of this, Haley works at not only a local barn but her local Chick-fil-A as well. She loves the work she gets to do at both places, leading and teaching those around her.

Haley is incredibly excited to spend another year working alongside some of the best and brightest young minds. She truly believes that when teenagers are immersed in opportunities pertaining to their interests in the real world, they hold great potential to have a difference in the world around them.

COLLEGE BENEFITS

SAT & ACT Test Preparation

ACCESS THE NATION'S LEADING TEST PREP PROGRAM

Program Participants obtain free access to one of the leading online standardized test preparatory programs featured in Forbes, The Wall Street Journal, and The Huffington Post. **TestRocker** utilizes personalized learning that incorporates technology and high-quality content to not only enable students to drastically increase their scores on the SAT and/or ACT, but also gain learning, thinking and performance skills that will generate lifelong success.

Students who complete the recommended coursework through TestRocker will experience, on average, an increase of 280 points on the SAT or 4 points on the ACT. As many past IBIP participants can attest to, the score increase experienced after using TestRocker greatly increased their chances of getting into their top colleges. After a diagnostic test, TestRocker immediately constructs a customized study plan. This test preparation program also includes:

- More than 36 timed practice quizzes organized by topic with video explanations
- Personalized study plans that track progress over the test preparation periods
- Access to seasoned tutors
- Progress tracking on study plans to ensure students continue to improve test scores even when they have areas of trouble
- 2000+ questions with video explanations
- 24/7 staff support and an average 24 hour response time to test-related questions.

Today, students from 36+ countries around the world are using TestRocker to prepare for their standardized tests. All IIP participants will receive 1 year of FREE online SAT/ACT training from TestRocker valued at over \$1200.

Personalized Team Website

SHOWCASE YOUR WORK WITH LEADERSHIP INITIATIVES

Leadership Initiatives creates a personalized website for each IIP team highlighting their collaborative efforts with their business partner. Additionally, each website contains an extensive profile of the business partner's story and business.

The website displays your team's solutions, grant proposal, photos of your business partner, and illustrates the impact your team has had on the life and community of your business partner. The website link is included in your letters of recommendation, allowing colleges to independently explore the phenomenal work done by each and every student.

Scholarships to LI Summer Programs at Georgetown University

RECEIVE SPECIALIZED GRANTS TO ATTEND SUMMER PROGRAMS

Participants in the International Internship Program receive personalized scholarships to attend a Leadership Initiatives Youth Development Program of your choice at Georgetown University. Leadership Initiatives has week-long intensive internships in the fields of Business, Medicine, and Law.

We are the only summer program in the world where students intern with a real business, law firm, or hospital, work directly with college admissions officers, and meet one-on-one with subject matter experts to explore career field options.

For-profit summer education programs showcase simulations as the key component of their educational experience. As a nonprofit organization, we are proud to offer real experiences that impact the lives of students and the individuals they are partnered with. Visit www.BeTheChangeNow.org and start an internship with a business in the developing world, work with a DC lawyer on an impending court case or partner with a doctor to diagnose patients in sub-Saharan Africa.

College Application Essay Editing

WORK WITH THE INDUSTRY'S TOP EDITORS

As part of the college application process, you will be required to write a personal essay about yourself and your ambitions. For some students, this can be the most difficult part of the application process. All IIP participants are able to submit their college application essays for review by our partner University Connection. University Connection employs college writing professors and admissions experts to help students craft the best essay possible for their college applications.

Each student essay will be edited to ensure it makes an excellent impression at every stage of the competitive application process. The editors will improve the style, clarity, sentence structure and coherence of your application so that your achievements are noticed. To ensure language errors do not keep students from achieving their ambitions, every section of your essay will be carefully proofread to eliminate any mistakes in grammar, punctuation, spelling and more. Editors bring their experience in many different backgrounds, including Science and Technology, Commerce, Management, and the Humanities.

Real World Internship Experience

WORK WITH A BUSINESS IN THE DEVELOPING WORLD

The single greatest thing any student can have when applying for college is experience that set them apart from their peers. Students who participate in the International Internship Program help create a new business or expand a growing business in a developing country and solve local problems by working directly with aspiring entrepreneurs.

Not only does this demonstrate each student's immense dedication to the welfare of communities worldwide, but it also highlights crucial skills including organization, team collaboration, creativity, effective communication, and many more essential qualities of leadership. IIP participants have been accepted into Harvard, Stanford, Georgetown, George Washington, University of Chicago, Northwestern, MIT, and other top colleges in the globe, due in part to the unmatched experience gained through the program.

Resume Editing & Assistance

CREATE AN IMPRESSIVE AND PROFESSIONAL RESUME

One of the most important tools in the professional world is a clean, organized, and cohesive resume. As the first impression made on an employer, university, or other institution, a strong resume requires considerable thought and effort. All participants in the International Internship Program receive professional resume creation advice and help from Leadership Initiatives to create a fantastic resume and highlight all the important activities and academics that colleges, universities, and employers are looking for.

After students create their resume, Leadership Initiatives pays for professional editors to go through the resume line by line and make corrections and suggestions. The editors will improve grammar, diction, formatting, and make suggestions on content. Leadership Initiatives also provides professionally-designed resume templates which allow students to easily copy and paste their content into an effective format easily.

Two letters of Recommendation

STAND OUT WITH A COMPELLING LETTER OF RECCOMENDATION

Participants receive up to two personal and in-depth letters of recommendation written by Leadership Initiatives staff or your IIP business partner in Nigeria for your college, internship, or job applications. Relationships between students and LI staff and partners are developed over the course of their time as an IIP participant, allowing the author to know both the professional and personal ambitions of every student. This guarantees that each letter of recommendation highlights who the student is as an individual and what they have achieved by being a part of the program.

Letters from Nigerian Development Partners are written in their native language, Hausa, and translated into English and display the gratitude and care each partner has for the life-changing efforts from each student. Yale Admissions has said the letter from one International Internship Program participant's business partner was one of the most touching and memorable recommendations they have ever received.

College Probability Modeling

SEE YOUR CHANCES OF ACCEPTANCE AT TOP UNIVERSITIES

Leadership Initiatives staff will help all International Internship Program Members narrow the college list and help to find a perfect match. Because LI staff members have attended a broad range of higher education institutions, their advice, and beneficial knowledge will allow students to further understand and develop ideas for their futures. By employing unparalleled industry algorithms, LI Staff will calculate the probability of acceptance into the student's top university choices and issue a full report to determine the best fit for each student's abilities and need.

Community Service Hours

EARN UP TO 80 HOURS OF COMMUNITY SERVICE

With participants volunteering their time each week to the betterment of communities worldwide, the IIP program acts as a source of community service hours to fulfill requirements for groups like The National Honors Society. Changing the lives of people and their communities represents the purest form of community service: dedication of one's life to others in need. Students will accrue an average of 1-2 hours per week of community service.

College Mentorship Program

MEET WITH A STUDENT AT YOUR TOP CHOICE COLLEGE

Current college students know first hand the best and worst qualities of their respective university, as well as the time-consuming and often stressful application process. Leadership Initiatives pairs IIP participants with current college students from the school of their choice to get the most personal and authentic image of their dream school.

Students have one-on-one calls with their college mentor to answer any questions, discuss the qualities of the college, and receive advice on the application process. LI has past students and current interns at the nations top colleges, as well as access to students at nearly every US college. These calls act as an exceptional resource during the college-decision period of every student's life.

Scholarship Assistance Program

FIND AND VET SCHOLARSHIPS AND FINANCIAL AID

Hundreds of thousands of scholarships exist for upcoming college students, and financial aid and scholarships can be a deciding factor in a student's ability to attend college. However, many of these scholarships have unspecified stipulations and may only reward scholarship to students in a certain demographic (i.e. location, a relative who works at the respective company, etc.). Leadership Initiatives has compiled a database of past scholarship recipients to identify these factors and ease the burden of scholarship application for IIP students. LI provides unmatched one-on-one scholarship assistance to each IBIP student through personalized searches, individual Skype calls, and scholarship essay editing services. The graduating seniors in the International Internship Program have received over \$5.4 million in financial aid and scholarships to attend college.

Eligibility for Future Internships

FIND AND VET SCHOLARSHIPS AND FINANCIAL AID

Leadership Initiatives offers dozens of internship opportunities to past IIP participants that open the door to salaried positions at LI, as well as many other businesses and nonprofits. Many of the above benefits carry over to LI internships, where interns work with current IIP students, LI Board and Staff Members, and students at the Leadership Initiatives Summer Youth Development Programs at Georgetown University. Paid and unpaid internships and part-time positions are available to past IIP students.

RULES PROCEDURES AND CONDUCT

2021-2022

RULES AND PROCEDURES



THE INTERNATIONAL INTERNSHIP PROGRAM IS AN INCLUSIVE COMMUNITY OF MOTIVATED HIGH SCHOOL STUDENTS FOCUSED ON CREATING CHANGE WORLDWIDE.

Leadership Initiatives creates future leaders by transforming their ideas for social change into self-sustaining businesses through fundraising activities, community development projects, and creating a strong leadership network. The International Internship Program provides high school students in the US with the opportunity to change lives in developing communities worldwide. In return, students in IIP receive access to unmatched benefits, including:

- Free SAT/ACT Test Preparation through TestRocker
- College Probability Modeling
- College Essays Edited
- Two Letters of Recommendation
- Scholarship Assistance Program
- Resume Editing and Assistance

However, it is the express concern of Leadership Initiatives that all International Internship Program students behave and are treated in a manner befitting a mature and responsible citizen. Traits to consider and display include honesty, fairness, integrity, personal responsibility, trustworthiness, and respect for others.

Members of the program will be expected to abide by this code of conduct and to serve as responsible stewards of Leadership Initiatives, their individual schools, and home communities. Leadership Initiatives reserves the right to dismiss any student that does not consistently adhere to the code of conduct. In addition, all students must:

- Schedule and attend one weekly meeting with the IIP Facilitator [see Attendance Policy]
- Hold one fundraiser each month with an annual goal of \$750 total profit following the fundraiser schedule [See Fundraising Policy]
- Follow the prescribed weekly assignment schedule [See Assignment Policy]
- Treat other team members and LI Staff with kindness and respect [See Code of Conduct]
- Agree and understand that if your infraction is deemed significant enough to warrant dismissal, you will not be allowed to remain in the program, nor will you receive any benefits or other amenities afforded to enrolled program members [See Dismissal Policy].

ATTENDANCE POLICY

Each International Internship Program team is expected to schedule and attend one weekly meeting, typically via Skype, as well as any other required meetings assigned by the IIP Facilitator. These meetings include monthly meetings with your Nigerian Translator and bi-monthly meetings with your development partner.




It is the job of the team lead to account for all members of their team at all times. All team members are expected to attend each weekly meeting. If a team member is absent, it is the responsibility of the team lead to review the missed lesson and ensure the assignment is accomplished.

The program takes place only during September through June, and IIP teams are allowed six total weeks off during the nine months of the program each year. Teams must pre-approve weeks off with their IIP Facilitator. Unexcused absences must be made up, or they count as one of the six weeks off. Teams should alert any meeting cancelations or rescheduling at least 24 hours in advance. All teams cannot miss more than three meetings without 24-hour advance notice. In the case of a family or personal emergency or sickness extending beyond the three absence without notice, six absence total, or in violation 24-hour notice policy, the absence will be reviewed on a case-by-case basis.



FUNDRAISING POLICY

Each International Internship Program team is expected to plan and hold one fundraiser each month per the request of the LI Board of Directors and Grant Committee. Teams are expected to raise a goal of \$750.00 each year for the purpose of implementing solutions and launching new businesses in the developing world. Teams should have a monthly goal of at \$100 for each fundraiser and \$20 in direct donations.



A schedule of approved fundraisers is built into the Fundraising Chair curriculum. Past IIP teams that have successfully held each of the fundraisers and met or exceeded the fundraising goal may propose their own fundraiser outside of the schedule using the fundraising proposal form. All fundraising taking place on school property must be pre-approved by school administration and proof of approval provided to the IIP Facilitator.

As a sponsor, GlobalGiving provides matched funds to IIP teams for special fundraising events during the year. Because of this, all teams are also expected to raise at least \$25 using their GlobalGiving online donation page each month. In 2020, over 60% of teams completed their annual goal in the first GlobalGiving September Matching Week.

Carefully read the specific fundraising rules to understand the expectations of your IIP Facilitator for your monthly fundraiser.



FUNDRAISING RULES

1. All teams have a fundraising goal of \$750 in total over the course of nine months. All teams have a monthly goal of \$100 in total from fundraising efforts.
2. Once a team reaches their \$750 goal, they no longer have to fundraise. All teams must raise at least \$1,250 to be eligible for fundraising prizes.
3. All teams should raise at least \$25 a month using GlobalGiving fundraising.
4. Teams can set up tax-deductible monthly donations from themselves or parents to supplement fundraising.
5. All teams must follow the fundraising plan. Teams who are in their second (+) year can propose their own fundraiser.
6. Teams must deposit all money through a Bank of America ATM, BoA mobile app via check, or the LI donation page. Teams must deposit all money by the 10th of the following month. All teams must fill out a Deposit JotForm for money deposited through the bank to count towards the goal.
7. All teams will be able to track their fundraising goal using their donation page.
8. In-school fundraisers must be approved at least seven days before the first of the fundraising month.
9. All intern-lead teams must reach the fundraising goal each month.

While the Fundraising Chair is responsible for all fundraising, it is the responsibility of the entire team to organize and hold fundraisers to meet the monthly goal.

ASSIGNMENT POLICY



The International Internship Program follows a pre-established weekly schedule that lays out each IIP position's assignments. The written lesson plans for each week can be found in the team IIP spreadsheet.

Teams are expected to complete their assigned lesson each week. Students and/or teams who continuously fail to complete assignments will schedule a call with the Program Director and their respective IIP Facilitator to discuss the issue and corrective action. If students/teams fail to complete the lessons further, they will be dismissed from the program [see Dismissal Policy].

Where To Find Assignments

All assignments are located on the International Business Program Website, www.ICanTransformTheWorld.org. The current lesson for the week is displayed on the main assignment page, while the previous assignments are archived.



STUDENT CODE OF CONDUCT






INTRODUCTION

As stated before, all IIP participants are expected to conduct themselves on the principals of honesty, fairness, integrity, personal responsibility, trustworthiness, and respect for others. Students will be interacting with members of other cultures, religions, races, and ideas throughout the course of the program, including Nigerian Business Partners, LI Nigerian Staff, LI US Staff, and other IIP students.

In no circumstance will Leadership Initiatives tolerate insensitivity towards gender, sexuality, religion, race, ethnicity, culture, appearance, and otherwise. Students in the International Internship Program are expected to follow basic principals of respect towards all other students, staff, and associates of the program. Leadership Initiatives interns and staff will treat students following the same principles of respectful conduct and tolerance.

Furthermore, Leadership Initiatives has a constructed framework to address any infractions or complaints regarding any of the above topics, including sexual harassment, inappropriate conduct, and student privacy. Below are expanded policies for the aforementioned topics.



STUDENT PRIVACY SELF- DISCLOSURE & SENSITIVE INFORMATION

As a student in the International Internship Program, you may be asked to share sensitive and/or private information, including names, phone numbers, emails, addresses, and payment information. Any and all documents pertaining to a student's personal identifiable information [PII] are confidential and will not be shared with anyone, including other LI staff members, outside of the Leadership Initiatives Executive Staff and International Internship Program Staff. All payment information is encoded and completely protected through GlobalGiving, PayPal, and/or Authorize.net.

If sensitive information is shared with you, unless it poses a threat or danger to others, it should be treated as confidential and not disclosed to others. Staff members that have regular access to student files cannot share personal information with anyone other than the team leads, and only when that information may impact the students' performance in or involvement with activities deemed relevant.

DISMISSAL POLICY

If the result of a major violation is severe enough to warrant dismissing a student from the program, the following procedures should be followed:

- The Executive Director and Senior Staff must all agree that the student/team must be dismissed from the program.
- Once an agreement has been made, the Executive Director will meet with the student(s) and notify them of the decision. The student(s) will be made clear of the nature of the infraction, the reason for dismissal, and the consequences of the dismissal. The student will be aware of the termination of benefits and the procedure for their dismissal.





"Three years ago, I would have never thought that by the age of 18 I would have already helped fund the creation of a new Orphan Care & Independence Center and given eight abandoned children the opportunity to go to school, have access to food and clean water, and find apprenticeship opportunities within their community. The Leadership Initiatives staff worked at all hours to ensure our team could completely transform an underserved community in Bauchi and in turn, transform the lives of everyone on my team. **There is truly no other program in the world that has this much of an impact on everyone involved.**"

- Avneet Kaur

IBIP Team Lead 2018
Current Sophomore, Tulane