



## ***Overview of Application Work for Leader Accreditation***

Volunteer La Leche League Leaders have all breastfed their children and are familiar with current research related to breastfeeding management. Through monthly meetings and one-to-one help, Leaders offer practical information and encouragement to anyone who is breastfeeding or who wishes to breastfeed.

A potential Applicant must meet the LLLI Prerequisites to Applying for Leadership prior to submitting an application. The documents and exercises with an asterisk mark (\*) are available in the *Leader Applicant's Resource Kit (LARK)*.

### **The Application for LLL Leadership**

The Applicant completes the application with the guidance of a Group Leader (where available) and a member of the Leader Accreditation Department (LAD).

### **Application Work Summary** *Leader Applicant's Resource Kit: LARK*



## **Part 1: Personal History**

### **LLL Philosophy**

**Purpose**—to ensure that the Applicant understands:

- how LLL philosophy is reflected in breastfeeding and parenting choices
- how Leaders communicate LLL philosophy

The Applicant and LAD representative dialogue in writing or orally about the ten concepts including how they reflect the Applicant's experience and how they relate to future work as a Leader. This is called the personal history.

## **Part 2: Breastfeeding Management Skills**

**Purpose**—to become familiar with:

- basic lactation
- breastfeeding management to avoid or overcome problems
- comprehensive knowledge of how different methods of delivery and childbirth experiences affect the start of breastfeeding; what LLL recommends and why.
- initiating breastfeeding: getting started, after cesarean birth, pumping for a premature baby, jaundice
- child development and parenting; early parenting concerns such as nighttime nursing, frequent nursing, sleepy baby, weight gain
- nutrition for baby, mother, and family
- effect of newborn and breastfeeding on family relationships

The Applicant reads the most recent edition of *The Womanly Art of Breastfeeding*, if available in an accessible language and format, and a book on childbirth or the LAD publication, *Childbirth and Breastfeeding*. Alone or with a supporting Leader, the Applicant researches breastfeeding topics using the *Breastfeeding Resource Guide*\* or an approved equivalent.

## **Part 3: Leadership Skills and Attitudes**

**Purpose**—to become familiar with:

- structure, policies, and procedures of LLLI
- goals of LLLI and individual Leader goals
- problem-solving skills
- group dynamics, facilitating and balancing discussion
- individual communication and helping skills such as:
  - giving information rather than advice
  - listening
  - selecting appropriate questions for information gathering
  - organizing and retrieving pertinent information
- critical reading
- responding to challenges and criticism

The Applicant and supporting Leader review together the *Checklist of Topics in Preparation for Leadership*.\* The Applicant reads the *Leader's Handbook*—most recent edition if available in an accessible language and format.

The Applicant may also do the following optional exercises:

- Bias Exercise\*
- Mixing Causes Exercise\*
- Listening Exercise\*

## **Part 4: Background Reading/Learning**

**Purpose**—to become familiar with:

- breastfeeding management information and practical parenting recommendations
- basic Leader responsibilities
- many delivery methods and their effect on the start of breastfeeding

**Required:**

- *The Womanly Art of Breastfeeding*—most recent edition if available in an accessible language and format
- *Leader's Handbook*—most recent edition if available in an accessible language and format
- Comprehensive knowledge of how different methods of delivery and childbirth experiences affect the start of breastfeeding; what LLL recommends and why.

Other Recommended LLL reading, resources and opportunities:

- LLL books, pamphlets, and information sheets, if available in the Applicant's language
- Area/Area Network/Affiliate Leader publications
- Leader Applicant newsletter, where available
- Leader publications, such as *Leader Today*
- Member publications, such as *Breastfeeding Today*
- Communication Skills Enrichment sessions
- Leader/Leader Applicant workshops
- LLL online/in-person conferences

## **Part 5: Preview of Helping Questions and Group Management**

**Purpose**—to have opportunities to practice one-to-one helping and Group facilitation skills.

### **Practicing helping skills**

The Applicant and supporting Leader complete the *Preview of Helping Questions and Group Management (Preview)*. It can be started at any time throughout the application. The *Preview* gives the Applicant the opportunity to practice skills covered during the application, such as: giving empathetic responses, active listening, gathering information, offering suggestions. It may be completed using practice emails and phone calls, role-play, discussion, mock meeting.

Where there is no Leader or Group, the corresponding LAD representative does the *Preview* with the Applicant or assigns a Leader who can communicate with her in methods other than in person.

## **Universal Accreditation Standards**

Leaders are accredited in accordance with LLLI policies governing accreditation practices. Our goal is to accredit Leaders whose knowledge and skills reflect a balance of the practical, physical, and interpersonal aspects of helping others to experience mothering through breastfeeding.