

# Academy for Non-Profit Organizations: Foundations for Leading Others



## Dates and Time

8:00am – 4:30pm

- Date 1: TBD
- Date 2: TBD
- Date 3: TBD
- Date 4: TBD
- Date 5: TBD

## Location

TBD

## Tuition \$999

Includes Continental  
Breakfast, Lunch,  
Notebook, and Self-  
Assessment

The Academy for Non-Profit Organizations: Foundations for Leading Others is a five-day intensive program designed for those responsible for leading their work unit and contributing to the organization's growth and objectives. The program is spread over four months, with one full-day session occurring every three weeks.

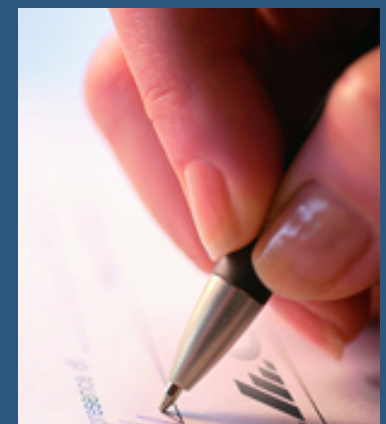
Participants will complete a Personal Development Plan. This will guide their focus throughout the development sessions. They will work with their superior, peers, and direct reports on following through on their plan.

Participants will join a project team that will meet throughout the timeframe of the entire Academy. The teams will be charged with completing a project that solves a relevant issue or creates a useful work product. The team will provide a structured experience for utilizing tools and resources learned in the sessions and an outlet for reflection and further skill development.

*Each session has a heavy emphasis on experiential learning. Participants will engage in practice activities and hands-on skill building with tangible takeaways they can bring back to their work environment.*

***“True leadership  
only exists if people  
follow when they  
have the freedom  
not to.”***

**James MacGregor**



# Academy Curriculum

## Day 1: TBD

### **Best Practices in Non-Profit Leadership – Establishing and Enacting the Vision, Mission, and Culture of the Organization**

- A focus on what it takes to move a Non-Profit Organization from good to great
- The importance of getting clear on the vision, mission, and culture of the organization and leveraging them to inspire others

### **Strategic Thinking and Agility**

- Review the Baldrige criteria as a model for a high performing Non-Profit organization
- Prioritizing, goal setting, and making tough decisions

## Day 2: TBD

### **Self as a Leader: Assessments and Feedback**

- Reflecting on the self as a leader in the context of feedback and individual style assessments
- Action planning for developing areas of opportunity

### **A Review of the Ethical Leader**

- Ethics and integrity as foundational to establishing and maintaining followership
- Building, rebuilding, and sustaining trust as a cornerstone of relationship building

### **Resiliency and Composure throughout Ongoing Change**

- Identifying one's role in change
- Engaging and involving constituents throughout the change process
- Making quality decisions and establishing a clear and inspiring vision that creates followership

## Day 3: TBD

### **Building and Leading a Strong Team in the Non-Profit Organization**

- Understanding the critical skill sets and capacities needed to achieve goals and succeed
- Selecting, on-boarding, and retaining the A-Grade team players

### **The Well-Organized Leader**

- Gaining clarity and focus to inspire and foster support
- Effective delegating skills and making the most of meetings

## Day 4: TBD

### **Political Savvy: Working with Constituents, Community Partners, Boards and Media**

- Relationship building and collaboration as a critical competency of leaders in the Non-Profit Sector
- Community engagement and managing public opinion
- Emotional Intelligence and navigating crucial conversations and conflict

### **The Well-Presented Leader**

- Understanding how “presence” translates into credibility
- Business acumen and understanding the context of the organization as well as presentation skills
- The importance of effectively communicating to diverse populations

## Day 5: TBD

### **Engaging and Inspiring the Non-Profit Workforce**

- Leveraging multiple generations, gender, and ethnicity to expand reach and capabilities
- Coaching as a skill set to gain accountability and increase performance

### **Looking Forward: Trends in the Non-Profit Sector and How to Leverage Them for Success**

- Focusing on meeting the needs of the client/customer
- Action planning and goal setting for taking lessons learned back to the office



***“Leadership is the single most important factor in determining the success of the nonprofit sector, but as research has shown, the sector is in desperate need of more quality leadership.”***

**Lisa Jiang, 2008**