



FOUNDATION FOR METROWEST

## EMERGING LEADERS ACADEMY

The Foundation for MetroWest is pleased to offer our Emerging Leaders Academy again in 2019. We believe in the power of learning, and in fostering strong networks. Through our Center for Philanthropy Education, we prepare nonprofit and town agency leaders, staff, and volunteers to think and operate strategically, effectively, and inclusively.

Given demographic trends and changes in the nonprofit sector, supporting a new generation of leaders is vitally important. Unfortunately, it is all-too-rare for nonprofit staff to have the opportunity to take the time to reflect on, commit to, and intentionally chart a course to grow as leaders. Yet knowledgeable and skilled leadership is crucial for the effectiveness of organizations. By investing in people, the Foundation for MetroWest seeks to strengthen the capacity of our nonprofits and town agencies, and in turn, strengthen our communities.

### Program Description

The Emerging Leaders Academy (ELA) is a seven-session series that provides a substantial yet accessible introduction to leadership development. The program is specifically tailored for those emerging leaders who are new to or aspiring towards senior management positions. Through active engagement in the ELA, participants can look to gain:

- Increased insight regarding one's leadership style, strengths, and areas for growth
- Clear developmental goals with action steps to meet those goals
- Increased effectiveness with professional relationship-building
- Increased understanding of how to be effective in complex organizational systems
- An enhanced professional network

The ELA touches upon the following learning themes throughout the program:

- Identifying one's unique development journey
- Self-awareness and mindfulness
- Diversity and inclusion
- Effective workplace communication
- Melding reflection with action

***There is no tuition or fee associated with participation in the ELA.***

### Program Structure & Expectations

Participants are expected to attend seven, 2.5-hour sessions, all of which will be held at the Foundation for MetroWest in Natick from 9:00 to 11:30 AM.

1. March 13, 2019 – A Solid Foundation
2. March 27, 2019 – The Inner Work of Leadership
3. April 10, 2019 – A Diverse and Inclusive Network
4. April 24, 2019 – Seeing the Big Picture: A Systems View
5. May 8, 2019 – Influence with Integrity
6. May 22, 2019 - Working with Others: Supervision and Building Real Teams
7. June 5, 2019 - A Perspective on Negotiation and Wrap-up/Next Steps

In addition, participants are expected to complete at-home assignments to help put learning into action between each session. Over the course of the program, each participant will have two individual coaching sessions (by phone) with the program's facilitator. In addition, there will be optional networking events (schedule TBD).

### Eligibility Requirements

We actively seek to engage a diverse cohort that reflects our communities and adds to the richness of the leadership pipeline and learning community in MetroWest.

The Emerging Leaders Academy is ideal for those applicants who:

- Are currently employed by a nonprofit or town agency located in MetroWest and are committed to this region
- Have between five and ten years of experience working in the nonprofit sector
- Demonstrate the potential to be a current or future high-performing leader
- Are willing to actively participate, commit to challenging oneself, and are open to learning from the facilitator, guest speakers, and from peers

Participants will be selected based on five criteria:

- Personal leadership objectives
- Professional experience in the nonprofit sector
- Community experience
- Quality of applicant's responses to application questions
- Quality of letter of recommendation

### **Information Session**

Interested applicants are encouraged to join us for an information session on **Thursday, January 24, 2019 from 10-11 AM**. Register here: [bit.ly/ELAInfoSession](http://bit.ly/ELAInfoSession)

### **Application Components**

The application can be found online and should include the following:

- Current résumé
- Letter of recommendation

Your letter of recommendation should ideally be from your organization's Executive Director or a member of your organization's leadership team.

**APPLY: [www.bit.ly/2019-ELA-Apply](http://www.bit.ly/2019-ELA-Apply)**

**DEADLINE: Monday, February 11, 2019**

### **About Foundation for MetroWest**

Established in 1995, the Foundation for MetroWest is the only community foundation serving the 33 cities and towns in the region. We promote philanthropy in the region, help donors maximize the impact of their local giving, serve as a resource for local nonprofits and enhance the quality of life for all our residents. Since inception, the Foundation has granted \$16 million to charitable organizations and currently stewards more than \$24 million in charitable assets for current needs and future impact. To learn more, please visit [www.foundationformetrowest.org](http://www.foundationformetrowest.org).

### **About the Facilitator**

The 2019 Emerging Leaders Academy will be led by Bob Greene, a recognized leadership coach and organization development consultant. With over 20 years' experience, Bob has served as a trusted thinking partner with nonprofit and government clients such as the Federal, State and Tribal Programs Branch of the U.S. Environmental Protection Agency, Massachusetts Legal Assistance Corporation, and the Sierra Club, among many others. Bob holds a masters' degree in Human Service Studies from Cornell University. In addition to being a Myers-Briggs Type Indicator® (MBTI) Certified Practitioner, he is International Coach Federation Certified, completed the NTL Institute Diversity Leadership Certificate

Program, and is certified to administer the Center for Creative Leadership 360 Assessment. To learn more, please visit [www.BGCoach.net](http://www.BGCoach.net).