

1. What is the Executive Director Institute (EDI)?

The Executive Director Institute is a nine-month distance learning program that combines coaching, peer-networking, learning labs and mentoring to create a supportive professional environment where chief executives learn new skills, enhance existing strengths, and become more flexible and resilient in the face of the new realities of running a successful nonprofit organization. The curriculum is based on seven competencies developed by Lead for Good's Founder and CEO, Karen Ramsey. The competencies include:

- Clarity of mission and purpose
- Investment in Self and Others
- Thinking Strategically
- Inspiring Others
- Sharing Leadership
- Building Strong Community Relationships
- Achieving Results

2. What are the components of EDI?

- Executives participate in a 360° assessment including a self-assessment and receive feedback from the his/her Board Chair, Board of Directors, employees, clients and volunteers.
- Based on the 360° assessment, each executive partners with a personal coach to develop a plan that builds on strengths and addresses strategies for growth. This plan is specific, measurable, achievable, realistic, and time-sensitive.
- After an initial orientation session, executives participate in four, two and a half hour joint interactive learning lab webinars that focus on skill building and address elements of the seven key leadership competencies.
- For the next three months the group engages in hour and a half peer-networking sessions via facilitated video-conference.
- And, the program concludes with a celebratory call where participants discuss their projects.
- Individuals speak privately with their mentors over a four month period to determine and complete through delegation a project that adds value to their organization.
- Bi-weekly 30-minute personal coaching sessions allow for check-in and support development plan progress.

3. Who should apply for EDI?

Someone who is:

- Chief executive (Executive Director, President, CEO) of a nonprofit organization.
- Eager to learn and grow and who is interested in getting feedback.
- Committed to investing the time necessary to become a stronger leader.
- Has full support of his/her board of directors to participate.

4. What are the advantages of EDI being offered in a distance learning format?

While Lead for Good has had success delivering the Executive Director Institute in a face-to-face format, we want to offer the program to a broader audience. EDI is the first of its kind to be offered virtually to nonprofit leaders throughout the country. By using an on-line platform, the costs of travel, meals and meeting space are eliminated, thus keeping fees to a minimum, while still allowing for the richness that comes from having the diversity of a national cohort. In addition, it reduces the amount of time required to attend the sessions and offers the added convenience of being easily accessible.

5. How long is the EDI program and when does it start?

The program is nine months in length. There is some flexibility on dates based on the preferences of the group. The following reflects the schedule of sessions:

- **Orientation** - 2.5 hours
- **Four Learning Sessions** -2.5 hours each
- **Three Peer Networking Conversations** - 1.5 hours each
- **Graduation** - 2.5 hours
- **Coaching and Mentoring** calls are scheduled individually

6. How much does EDI cost?

Thanks to the generosity of our supporters, the cost to participate in the program is only \$2600. Both Checks and Credit Cards are accepted. Payments may also be made in installments with the addition of a 5% service fee.

7. What type of time commitment should I expect?

Approximately 50 hours.

8. How do I apply?

Complete an application which is available at www.leadforgood.org/EDI.

9. What technology will be needed for the program?

Participants will need access to a computer with audio capabilities and minimum bandwidth capability of 128kbps downstream or upstream, and a webcam. A good telephone connection (land line preferable, but not necessary) is required for some program elements.

10. What happens if I miss a session?

We understand that unavoidable conflicts will occur on occasion. A participant may miss up to two sessions and still receive the Certificate of Completion.

11. How can I get additional info?

Please email Karen Ramsey at kwr@leadforgood.org or call 602-541-4383. She will be happy to answer any questions you may have.