



Leader Succession Institute Curriculum

The Leader Succession Institute (LSI) is a distance learning leadership development program for individuals poised to step into key leadership roles in the nonprofit community. The comprehensive eight-month curriculum includes the following components:

Assessments

Each leader takes two assessments. The first is an on-line assessment tool designed to help him/her better understand his/her core personal strengths.

The second assessment is a 360° instrument that focuses specifically on nonprofit leadership strengths. Called *Leadership Gifts and Strengths*, this Lead for Good proprietary tool is administered by one of the premier assessment companies in the world, AssessmentPlus. It provides feedback to the leader from his/her Executive Director, directly-reporting staff, and volunteers, and also captures the perspective of the individual him/herself. The instrument measures seven key nonprofit leadership competencies developed by Lead for Good.

A post 360° assessment will be conducted after 12 months to include the participant and the same stakeholders who completed the assessment at the beginning of the program. The participant's coach will share the results of the assessment with him/her. The results will include a comparison of the pre and post assessments to determine progress made throughout the course of the program.

Links to the two assessments will be sent to the participant upon acceptance into the program. Both assessments must be completed prior to the October 10, 2014 Orientation session, and before coaching begins.

Personal Leadership Development Plan

Based on the 360° feedback results, each leader will partner with his/her coach to develop an individualized plan that builds on his/her particular strengths and areas for growth. This plan is specific, measurable, achievable, realistic and time-sensitive. The plan will be executed during the remaining period of the Leader Succession Institute.

WebEx Interactive Video Conferences

1. Program Orientation (2.5 hours)
2. Six Leadership Development Sessions:

Leaders will participate in four interactive learning sessions led by subject matter experts that



Questions? Contact Laura Atwood at Laura@LeadforGood.org or call 602.315.6772

explore key leadership topics. Each learning session is two and one half hours. In addition, participants will engage in two peer-networking sessions that run one and one half hours. Both formats immerse participants in leadership development activities that are fun, interactive, and thought-provoking.

- Video Conference One: Overview of Seven Competencies for Effective Nonprofit Leadership
- Video Conference Two: Effective Communications
- Video Conference Three: Powerful Collaboration (Internal and External)
- Video Conference Four: Leader as Coach
- Video Peer Networking Conference: Managing Up
- Video Peer Networking Conference: Presentation Skills

3. Graduation & Project Presentations (2.5 hours)

Please see the Frequently Asked Questions document for specific schedule information for the current LSI cohort.

Professional Coaching

Leaders will have a 30 minute one-on-one coaching session twice a month with a certified professional coach throughout the program. Coaching will be used to advance development plan progress, address any challenges that arise, and gain support and feedback.

Organizational Project

During the learning session on Powerful Collaboration, each participant will be asked to start thinking about a project that will both benefit his/her organization, and expand his/her comfort and skill with leadership and delegation. Once the project is defined, each participant will identify a team within his/her organization (and possibly beyond) to work on the project. Participants will work with a Mentor to support their project work, and may also find personal support for their projects during their coaching interactions. As part of graduation, the LSI participant will be asked to do a presentation to the rest of the cohort about the project and lessons learned regarding leadership and delegation.

Mentoring

Participants will identify and engage a mentor of their own choosing. The mentor will support the participant, particularly in creation and execution of their project.

