

# Emerging Nonprofit Leaders

Developing Leadership Capacity for Tomorrow

***Emerging Nonprofit Leaders is a dynamic eight-month experience for the next generation of nonprofit leaders in the metro Richmond area.***

## Program Overview

**Emerging Nonprofit Leaders** is a dynamic eight-month experience for the next generation of nonprofit leaders in the metro Richmond area. In this engaging program, participants will have the opportunity to deepen their understanding of their leadership capacity, advance their understanding and practice of leading in the nonprofit sector, and strengthen their network of nonprofit colleagues. ENPL is part of the Especially for Nonprofit Organizations program and will build a cadre of talented leaders for the future of our community.

## Program Highlights

In addition to participating in engaging sessions on topics including strategic leadership, organizational change, collaboration, and coaching others, you will also have the opportunity to:

- Experience team building at “Challenge Discovery,” a program which provides hands-on learning in an outdoor course setting,
- Further relationships with other nonprofit leaders at an off-site retreat,
- Increase awareness of your leadership through a thorough assessment process, including 360-degree feedback, the Myers-Briggs Type Indicator Step II, and the Conflict Dynamics Profile,
- Benefit from individual leadership coaching, provided by professionals with experience in leadership development, nonprofit consultation, and executive coaching,
- Further your learning between sessions by engaging in online dialogue with the other participants and instructors, and
- Interact with exemplary nonprofit leaders as they share their experiences and perspectives.

## Selection Criterion

This program is for nonprofit leaders who:

- Are currently employed by a nonprofit in the Richmond metro or Tri-cities area
- Have potential to make a significant future contribution to the nonprofit community through assuming higher levels of leadership, through enhancing their leadership in a relatively new top management role, or through moving to a larger nonprofit
- Have substantive history of involvement in the nonprofit sector through employment, volunteerism, or board service
- Have supervisory and budgetary experience and responsibility
- Demonstrate a commitment to ongoing professional development and continuing education



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## Application Information

Application materials are available from Deb Cuny, Program Coordinator for Especially for Nonprofit Organizations, at [cunyd@vcu.edu](mailto:cunyd@vcu.edu). All application materials must be received by Friday, September 5th at 4pm. Letters of acceptance will go out on Tuesday, September 30.

## Participant Commitment and Cost

Program tuition is subsidized through the generosity of The Community Foundation, Virginia Commonwealth University, Wachovia, Altria Group Inc., Capital One, Junior League of Richmond, and United Way of Greater Richmond and Petersburg. As such, participants are expected to make a significant contribution to developing their leadership capacity through:

- attendance at all sessions
- commitment to approximately 5 hours each month outside of the group sessions for: individual leadership coaching sessions, online dialogue with program participants, completing assessment materials, and reading articles

- full support from the participant's organization, as demonstrated by:
  - a letter of support for participation from the Board Chair and commitment from the Board Chair to meet with the participant at least once during the program
  - a letter of support from the Executive Director, indicating understanding of the release time needed for participation (applicants who are current EDs may substitute a letter from another Board member or from a nonprofit leader from another organization)
- full participation in program evaluation
- willingness to be a part of an ongoing alumni network, which will be created and shaped by the interests of the participants

Tuition for the program is \$900, due upon acceptance. Please contact Deb Cuny at [cunyd@vcu.edu](mailto:cunyd@vcu.edu) if your nonprofit budget cycle is such that you need to discuss a different payment schedule.

## Schedule

Participants are expected to be in attendance for full day sessions on the following dates:

|                |             |        |
|----------------|-------------|--------|
| November 6     | February 11 | May 12 |
| December 3 & 4 | March 20    | June 2 |
| January 12     | April 23    |        |

## Further Information

For additional information about the program, contact Susan Wilkes, Program Director, at [susanwilkes@comcast.net](mailto:susanwilkes@comcast.net).