Strong Leaders Program

Hosted by:
NeighborWorks America, Northeast Region
Funded by:
Federal Home Loan Bank of New York

Welcome!

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NeighborWorks America

Background

The Northeast Region commissioned a study, conducted by Ann Silverman and Paula Anzer, titled:

Recruiting and Developing Leadership in Community Development: Key Ingredients for Success

They cited these key ingredients:

1. Engage with coaches and mentors
2. Learn with a cohort of peers
3. Network with colleagues and alumni over time
4. Focus on individual growth and development with formal training
5. Implement strategic action and organizational change
6. Access sufficient resources

Cohort Objectives

To train and support middle managers within non-profit organizations to build their leadership and management skills for long-term professional growth and equity. We will do this by:

- Developing a cohort of 15 participants from organizations in New York, New Jersey, Puerto Rico and the Virgin Islands.
- Providing a cohort experience for middle managers where they will form connections with other staff from non-profits and learn from each other and the facilitator.
- Providing NeighborWorks' excellent training.
- Providing a seasoned mentor.

Components & Commitments



Skills assessment and complete Mentee form for mentor match



Monthly 90-minute cohort meetings

AND

Monthly calls with mentor



Training in-person

Online group training

Related home-work

Cohort Meetings

Monthly 90-minute Zoom meetings with facilitator and peers

- Review concepts
- Share experience
- Discuss soft skills
- Ask questions



Mentoring Sessions



- Complete mentee form: what do you want in a mentor?
- Match mentors with mentees
- Kick-off call with mentors and mentees
- Hold monthly conversations

Training

NeighborWorks courses

- 1-day in-person: **ML109 Developing Your Leadership Potential**
- 2-day in-person: **ML280 Coaching Skills for Managers**
- 2 Virtual trainings
- 4 Webinars
- 1-week full scholarship to attend the New Orleans NTI in August



Virtual Trainings and Webinars: To be determined

Commitment of Organizations

- Sign participation agreement
- Provide your staff with time to participate in all aspects of the program
- Join sessions for supervisors
- Provide feedback and complete evaluations



Commitment by NeighborWorks

STAFF COORDINATION

HOST PEER CALLS

MENTOR SUPPORT

TRAINING COORDINATION

COHORT PARTICIPANT SUPPORT

SUPERVISOR SUPPORT

Key Dates

January 2025 – Applications due

February – Participants selected

February – Kickoff webinar, Mentor matches

March TBD – In-person 1 & 2-day training in NYC

August 24 -29 – New Orleans NTI

April - November – monthly cohort calls, monthly mentor calls

November/ December– Graduation and evaluation



Questions?