

**Women’s Emerging Leaders**

HandsOn Northwest North Carolina (HandsOn NWNC) recognizes the importance and need for developing the leadership capacity of women who comprise the majority of the nonprofit work force. To help prepare, strengthen and support women for future leadership roles, HandsOn NWNC is sponsoring the Women’s Emerging Leaders (WEL) program. *This program is targeted to mid-level female professionals currently employed by nonprofits serving Forsyth, Davie, Davidson, Stokes, Surry, and Yadkin Counties and to Executive Directors of new or emerging nonprofits who have been in the position of Executive Director for three years or less.* WEL is a ten month program consisting of two components: an intensive ***Leadership Essentials for Women workshop*** and enrollment in the ***Nonprofit Essentials Program***, a series of skill building classes jointly sponsored by HandsOn NWNC and Wake Forest University’s Pro Humanitate Institute.

**Eligibility.** Applicants must be **mid-level female staff** (managers, program directors, program coordinators, and other professionals) currently employed by nonprofits located in and serving Forsyth, Davie, Davidson, Stokes, Surry, and Yadkin Counties, who are committed to public service and interested in gaining leadership skills that would enhance their ability to pursue leadership positions within their organizations or within the nonprofit sector. The program is also open to **Executive Directors of new or emerging nonprofit organizations who have 3 years or less of experience in their role as Executive Director**.

**Cost**. The cost to participate in the program is **$450/person.** Supporting Partners pay a discounted fee of **$400/person**. These fees represent approximately **13-15%** of the total per person cost of the program, and are a significant savings for the participant/organization. **Please note that the discount for Supporting Partners is equivalent to the cost of becoming a Supporting Partner**, allowing your organization to immediately recoup this cost while ensuring that all of your organization’s staff, volunteers, and board members can take advantage of discounted Supporting Partner rates on other programs for a full year. Additionally, the current cost for attending the Nonprofit Essentials Program alone is $450/person. These deep discounts can be offered due to a generous grant from **The Kate B. Reynolds Charitable Trust.** If you are unsure as to whether your organization is a Supporting Partner, please check “Join/Give Now” on our website at www.HandsOnNWNC.org or call 336-724-2866.

**Program**.

• ***Leadership Essentials for Women***-A 2 ½ day, intensive workshop that will help participants develop their personal leadership skills, while addressing issues and perceptions traditionally unique to women, such as the choices and tradeoffs that many women face as they juggle professional and personal issues. Based on a curriculum from the Center for Creative Leadership and taught by a CCL adjunct faculty member, this workshop has been crafted specifically for WEL participants. Specifically, participants will receive insight into their personal leadership skills and challenges, learn techniques to give and receive feedback, gain fresh perspectives and practical advice on how to tackle their personal leadership challenges, learn to make choices based on tradeoffs and rewards, how to overcome biases, and develop strong bonds with a new group of local female peers within the nonprofit sector who will provide future career support. **This is a REQUIRED workshop. The dates for the workshop are August 30 (8:30-5pm,) August 31 (8:30-7 pm,) and September 1st (8:30-2pm,) 2017.** There is an additional hour of homework Wednesday and Thursday evenings, so participants are strongly encouraged to plan nothing else these 2 nights.

• ***Nonprofit Essentials Program***. Ten monthly classes focusing on areas of nonprofit governance, operations, or management, including: governance, budgeting and finance, human resources, strategic planning, fund development, collaboration, evaluation, advocacy and communication, grant writing and an emerging issue. Classes are typically scheduled the third Thursday of each month unless there is a holiday. Please check our [website](http://www.handsonnwnc.org/) for current dates. Each half-day class features a networking lunch that provides WEL participants time to connect with their peers in the program, allowing for continued follow-up throughout the year.

**Application**. The WEL application must be submitted along with a letter on your organization’s letterhead, written and signed by the Executive Director, verifying your position with the organization and his/her support for your participation in the program. Completed applications and letters must be received by **Friday, June 30.** E-mail your application to kathydavis@HandsOnNWNC.org or fax it to 336-724-4467. You can mail your check separately with a notation that the check is for the WEL program.

**Requirements**. Participants must commit to fully attending both the two-day intensive Leadership Essentials for Women workshop and the Nonprofit Essentials Program. For the workshop, participants will be required to complete an evaluation at the end of the two and one-half day workshop and develop a personal Leadership Action Plan. Participants must also participate in 6 month and 1 year overall assessments from the date of the workshop. The purpose of the assessments is to determine if the program has helped to strengthen the participant’s leadership skills/capacity and follow up with progress on the Leadership Action Plan. The participant’s supervisor/Executive Director will also be required to complete an initial assessment of the participant prior to the workshop and participate in the one year assessment. For the Nonprofit Essentials Program, participants will complete an evaluation at the end of each class.

**Application Review and Notification**. The workshop is limited to 12-15 women. Program participants will be notified by **July 21**. Applicants who are not selected to participate in the program will have their payment returned/refunded.

• *“This leadership training has been one of the best things I have done in my 30+ years as a working woman! Thank-you for having it!!!!*” 2011 WEL participant

* *“I was very appreciative of the fact that you all included individual activities for people with different learning styles… and respected the different ways people participate (i.e. introvert/extrovert.)”*
* *“I have been stepping up on a number of levels in situations where there is a need and a desire but no willingness to take charge. I believe that the WEL program helped me see both that my impact may be limited by upper management and also that I still can enjoy taking charge even without necessarily feeling an impact on my career when I am successful. I also know that there are other opportunities out there which I can look into when the time comes.”*
* *“I made connections that have helped me significantly in my work. The leadership training has helped me be a more effective team leader and adapt to the changing needs of my team more flexibly (and learn from the things that didn’t go well.) The topics discussed in the training have also helped me feel more confident in my volunteer work as well as given me ideas for how my agency can improve the work that we are doing. And, the networking opportunities have helped connect me to new volunteer opportunities and helped me to feel more comfortable networking and asking for assistance from other professionals when needed.”*
* *“I’ve felt more confident in my role and have a better understanding of the nonprofit world, which positions me well to look for future opportunities. We’ve done two small*

 *projects with classmates’ organizations. I very much enjoyed the group I was in class with and expect the seeds planted there to continue to grow.”*