

WE INSPIRE AND  
EQUIP LEADERS TO BE  
BETTER & DO BETTER.

2019 UPDATE  
&  
2025 VISION



Leadership  
Louisville Center

# CELEBRATING 2019

At the close of 2019, the Leadership Louisville Center celebrated amazing progress and set in motion a vision for 2025. To set the stage for this vision, let's take a look back to where we were in 2012.

With a new president at the helm, the Center and its board and staff built a strategic plan to guide the future growth of the organization. Building on our strong history of excellence, we hoped to lay the foundation for greater impact to the community.

Our work was focused on three goals: 1) engaging more people and growing the pipeline of diverse leaders; 2) inspiring individuals to serve and increasing leadership capacity; and 3) supporting our alumni and sustaining their commitment to leadership.

## WHAT CAN GOOD STRATEGIC PLANNING ACCOMPLISH?

**Here are the numbers...**

	<b>FY2013</b>	<b>FY2019</b>
<b>Program Participants</b>	339	711
<b>Racial Diversity</b>	16%	23%
<b>Tuition Revenue</b>	\$679,000 (GR \$0)	\$1,109,000
<b>Total Revenue</b>	\$1,405,000	\$2,217,000
<b>Staff</b>	11	15.5
<b>Square Footage/ Annual Rent</b>	5,000/\$75,000	10,000/\$0*
<b>Net Asset</b>	\$1,700,000	\$4,700,000

On top of this, the number of companies engaged with the Center grew nearly 30% in just five years.

## WHAT MADE THIS POSSIBLE?

The Center capitalized on our strengths in building leadership skills. We've been delivering great leadership training for decades, and we started growing our programming to address the talent development needs of businesses in the region.

- We expanded the Ignite Louisville program to two classes each year in 2014, equipping a greater number of skilled young professional leaders.
- We enhanced the social innovation curriculum in the Bingham Fellows program which yielded even stronger results and graduates with advanced change management skills.
- We launched the Best of Leadership Summit in 2015 with content focused on community AND leadership skill-building.
- We created the Leadership Green Room in 2016 and hired new talent, which strengthened our leadership development brand and grew our capacity to create our own content.
- We raised over \$3 million in a capital campaign to open new facility at 707 W. Main St.
- We welcomed over 250 groups and over 6,500 visitors since opening in March 2018.

# MORE LEADERS INSPIRED TO SERVE THE GREATER GOOD = MORE POSITIVE COMMUNITY IMPACT

We believe that better leaders achieve better results and ultimately create a better world. Along with being a stronger leader for their organization, our alumni are often inspired to give their talent and treasure to the community through participation on boards and in numerous causes.



Our Community Acceleration Teams through the Ignite Louisville, Bingham Fellows, and Encore Louisville programs annually give **over 10,000 hours and over \$600K in value to 40+ local nonprofits and civic initiatives.**



## IN THEIR WORDS...

“Our Ignite Louisville team transformed our space into a home for our youth, solidified foundational policies, and drastically increased our visibility and reputation in the community. They have helped LYG achieve steps that could have taken years to complete if not for their presence, dedication, and enthusiasm.”

JASON PENO, EXECUTIVE DIRECTOR,  
LOUISVILLE YOUTH GROUP

“The Ignite Louisville team has been amazing to work with. They have done more in six months for Sleep in Heavenly Peace than our team was able to do over the past year. The Ignite team has opened more doors for SHP than we ever thought possible. They have made us excited about the future of our organization and about the impact we will be able to have on children in our community.”

KYLE FOGG, CHAPTER CO-PRESIDENT,  
SLEEP IN HEAVENLY PEACE-DERBY CITY

“The years of experience and expertise that the Encore Louisville team brings to participating nonprofits is invaluable. This has been a very helpful process for our organization and I would highly recommend it to others.”

AMY HILL, EXECUTIVE DIRECTOR  
OF COUNSELING SERVICES,  
HOSPARUS HEALTH

# WHERE DO WE GO FROM HERE? OUR 2019 - 2025 VISION

WE INSPIRE AND EQUIP LEADERS TO BE BETTER & DO BETTER.

## OUR AMBITION

Grow the Leadership Louisville Center as a national thought leader and best-in-class resource for social impact leadership.

## OUR STRATEGIC IMPERATIVES

1. Equip more people to lead with confidence and courage.
2. Foster connections that strengthen the social fabric of the community.
3. Sustain the Leadership Louisville Center as a high-performance enterprise.

### **1. Equip more people to lead with confidence and courage.**

- Increase access to professional development and leadership opportunities for the under-served.
- Design and deliver programming that creates a sense of belonging and resonates with diverse audiences.
- Amplify the impact of the Center by attracting and engaging a national audience.
- Leverage the demand for skills-based leadership development to broaden our reach.



### WOMEN'S LEADERSHIP EXPERIENCE

*An investment in women leaders is an investment in our shared future and we are on the forefront. We are developing cohort experiences for three audiences: emerging women leaders, established women leaders, and male allies.*



### INVESTMENT IN UNDER-SERVED LEADERS

*Growth of our tuition assistance funds continue to be among our top priorities. These allow us to invest in professional development and leadership opportunities for under-served leaders, particularly those representing diverse communities.*

## 2. Foster connections that strengthen the social fabric of the community.

- Drive more business participation in social impact leadership.
- Increase opportunities for current civic program participants to drive positive change on community issues.
- Build stronger connections and more intentional pathways for alumni.
- Expand social capital, growing our role as a bridge builder.



### AFFINITY GROUP PROGRAMMING

*Employee resource groups provide engagement and a sense of belonging for diverse employees, but impact often stops there. We are developing a model to connect resource groups into a community-wide program, enhancing networks and providing training and coaching to increase the pipeline of diverse leaders for companies and the community.*

### COMMUNITY ACCELERATION TEAMS

*We provide significant impact for nonprofits in the region through the work of talented leaders in Ignite Louisville, Encore Louisville, and the Bingham Fellows. Now including more alumni and under the name Community Acceleration Teams, we are working to help even more nonprofits in need.*

## 3. Sustain the LLC as a high-performance enterprise.

- Maximize marketing and communication channels to increase awareness and customer base in Louisville and broader geographic area.
- Optimize internal systems and structure.
- Nurture culture that allows us to attract and retain top talent.
- Explore feasibility of national center of excellence model.
- Diversify our funding approach.

### NATIONAL CENTER OF EXCELLENCE

*Known as a national best practice, we are capitalizing on our successful program models to enhance civic leadership programs like ours across the country. We envision scale that can make real impact in community conversations and leadership.*

### TECHNOLOGY INFRASTRUCTURE

*We are undergoing key technology upgrades in 2020 to improve both our own efficiency and the ease with which our clients, members, and alumni engage with us.*

# TO ALL THOSE WHO MAKE OUR WORK POSSIBLE, WE SAY THANK YOU!



## MEMBERSHIP & CONTRIBUTOR RECOGNITION

The Leadership Louisville Center is proud to recognize members of our leadership network, as well as alumni who “pay forward” their program experience, making it possible for us to inspire and equip leaders to Be Better and Do Better. Read on for our current contributing members organized by program.

Also noted are contributors to our scholarship funds.

*Contributors to our capital campaign are recognized on our website at [LeadershipLouisville.org](http://LeadershipLouisville.org).*

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