

Supporting Nonprofit Excellence. Advancing Social Justice.

CRE LEADERSHIP CAUCUS 11 FOR EARLY CAREER EXECUTIVE LEADERS *December 2011 – July 2012*

“The Leadership Caucus experience was, for me, about opportunities – opportunities to learn, grow, challenge myself, network and, finally, acknowledge and therefore extend my own capabilities...in a safe, supportive environment that was judgment free, but still challenging.” -- Caucus Participant

Why the Leadership Caucus

CRE's Leadership Caucus strengthens the leadership capabilities of the next generation of CBO leaders by providing **early career Executive Directors and Senior Managers** with a stimulating forum to –

- ❖ Discuss the most challenging leadership and management issues in today's environment of increased accountability
- ❖ Reflect on the impact of their executive practices on the effectiveness and growth of their organizations, and act on changes they want to make
- ❖ Support the application of principles and tools from current thinking in leadership and management to their own organizations

What You Will Experience

A robust 8-month leadership development opportunity, CRE's Leadership Caucus is enriched by the use of multiple, interactive learning experiences that complement each other:

- ❖ **Issue-based discussions** of leadership topics identified as high priority
- ❖ **Action learning sessions** in small teams focusing on participants' change initiatives
- ❖ **360 feedback and coaching** in an individualized setting to discuss leadership practices
- ❖ **Case-based learning** in which participants live a day in the life of a CBO and practice real-time strategy development and decision making.

Peer exchange is a key feature of the Caucus.

Total time commitment is 8 days over 8 months.

What You Will Take Away

Participants leave the caucus with deeper insights about vital leadership issues and a change plan. The insights come to life from peer and expert-led discussions on:

- ❖ **Sharpening Mission and Strategy**
- ❖ **Leading Organizational Transformation**
- ❖ **Developing and Strengthening Alliances**
- ❖ **Creating a High-Performing Organization**

At the last session, participants share their **Personal Leadership Statements** which capture their key insights and change plans.

Who Will Be Your Circle of Peers?

This caucus focuses on Executive Directors who have been in their current position approximately 3 years or less, and on senior managers with significant program and supervision responsibility. You will be interacting and networking with up to 25 leaders in your peer group. Your organizations will be relatively comparable in organizational size and budget. Your circle of peers will be diverse in many ways, thus enriching your learning experience.

To Apply:

Send an e-mail to leadershipcaucus@crenyc.org and follow the application instructions in the response.

For More Information:

Please call Jeff Ballow, CRE Senior Consultant, at 212-894-8047, or email him at jballow@crenyc.org.