



FACT SHEET & APPLICATION

Next Generation Leaders of Color Leadership Development Program Cohort 2012

FACT SHEET

CompassPoint Nonprofit Services is excited to be accepting applications for its **Next Generation Leaders of Color** program for managers working in Bay Area health and human service nonprofit organizations. This program is made possible through the generous support of The California Wellness Foundation (TCWF) and the S.H. Cowell Foundation.

Please carefully review the entire fact sheet prior to submitting your application.

Background

Next Generation Leaders of Color focuses on two of the critical content areas that pose significant challenges for many community-based managers and leaders. The first challenge is to **supervise, develop, inspire, and influence people**. The second challenge is to develop business acumen with an emphasis on **financial strategy, comprehension, and literacy**.

Using a **multicultural framework** that examines cultural dimensions in managing people and organizational finances, this program focuses on these two areas, deepening the management and leadership capabilities of individual participants, while increasing the overall health and sustainability of their current and future organizations of employment.

Sample Participant Evaluation Comments from NGLC Alumni:

“This has been a process of me accepting me. What impact do I want to have? I want to change the systems and create opportunities for people to change their own lives. NGLC helped me define that. I was excited to answer the question, what is my journey? “

“My peer group was extraordinary, I have never received so much support; they had a huge influence on my success. The learning I got from hearing them, from listening to their learning and their lives. My growth came from that. I was in someone’s story as a supportive role, but I was growing along with them. Each of their stories was a mirror. Every time I asked a question of them, I asked it of myself.”

“It's only been a week and a half since the finance session and I have gotten my organization to dramatically shift how we were going about the budgeting process, and I've started making headway in tightening communications between program, fund development, and finance. On a personal level, this training has also provided me with the skills and strategies to help my org through a tough transition period and to show my ED that I'm valuable to the organization.”

“CompassPoint facilitators brought knowledge to the table, but they also brought themselves. They were real and vulnerable and mirrored for me how to also be vulnerable and yet move forward.”

Program Overview

A cohort of 20 people of color from Bay Area health and human service organizations will enroll in an intensive program with the following components:

360 Degree Assessment Tool

The assessment will take place at the onset of the program. It will provide participants an insight into the way others perceive their performance based on their workplace behaviors. Participants will be provided coaches to debrief the assessment results and to work with them to develop their individualized professional development plans based on the results.

In-person Seminars

Participants will come together monthly over the course program for highly interactive learning sessions. The seminar topics will incorporate a multicultural framework that examines cultural dimensions and will alternate between leadership content and management content.

Facilitated Peer-Learning Groups

Each participant will be assigned a facilitated peer-coaching group. Peer groups will meet at the end of each in-person seminar and are designed to reinforce learning and provide real-time problem solving and peer support.

Leadership/Executive Coaching

Additional coaching will be made available to each participant to help them with their leadership and professional development goals. Coaching is optional and coaches will be matched with participants based on interest and need.

Final Cohort Gathering

To encourage and support a network of next generation leaders of color, the last in person seminar will be a celebration of accomplishments and an opportunity to deepen the new relationships among. Alumni from past NGLC cohorts will also attend.

Program Schedule

Participants are required to attend all program sessions. Seminars will be held at CompassPoint’s San Francisco office (location is subject to change to another nearby location pending room availability). Below is the seminar schedule; all dates are scheduled from 8:30am to 5:00pm.

Two Day Program Kick-Off:	January 26 th and 27 th 2012
Seminar 2:	February 24, 2012

Seminar 3:	March 23, 2012
Seminar 4:	April 20, 2012
Seminar 5:	May 18, 2012
Seminar 6:	June 22, 2012
Seminar 7:	July 27, 2012
Seminar 8:	August 17, 2012
Seminar 9:	September 21, 2012
Final Gathering:	October 19, 2012

Estimate of Time Commitment

Total time for participation is estimated as follows:

- 11 days for attendance at all in-person seminars (dates listed above)
- 2-4 hours for 360 degree assessment process
- 12 hours for leadership coaching (spread over the course of the program)
- 1-2 hours for providing evaluation feedback
- 1-2 hours each month between sessions to work on learning goals

Program Eligibility

This program is for people of color who are currently in mid-level management positions, have at least 2 years experience managing people and budgets, have never been an executive director, work in a Bay Area health and human service organization, and have a commitment to social change. Participants can be of any age, but would need to have a demonstrated commitment to a career in the nonprofit sector and an aspiration towards professional advancement.

Each applicant needs to meet the following program requirements:

- Is a person of color
- Is a mid-level manager (as defined by your organization)
- Has at least 2 years nonprofit management experience
- Has never been an executive director
- Anticipates remaining with current organization for the next year*
- Is working in a Bay Area health and human service organization
- Has the approval of her/his organization's executive director to participate

* If a participant unexpectedly leaves his/her organization during the program or is no longer able to meet the program requirements, CompassPoint will work with the individual to determine if continued participation is appropriate.

Upon selection, each participant will:

- Actively participate in all sessions and activities associated with the program
- Honor the time commitments as outlined above

- Provide feedback to group members on their work and to CompassPoint on program quality and impact
- Complete the 360 degree assessment
- Participate in the program evaluation
- Pay the required participation fee

Number of Applicants per Organization

Only one application per organization will be considered for the program. If CompassPoint receives more than one application from an organization we will ask the organization to decide which application to submit.

Program Costs

This program is funded by The California Wellness Foundation (TCWF) and the S.H. Cowell Foundation. If selected, each participant's organization must submit a nominal participation fee. Fees are on a sliding scale based on organization's budget size. This fee will be due upon acceptance into the program to secure that participant's spot. *The total value of this program is approximately \$10,000 per person.*

Sliding scale is as follows:

- \$500 for organization's with operating budget size of under \$1 million
- \$750 for organization's with operating budget size between \$1 and 3 million
- \$1,000 for organization's with operating budget size over \$3 million

“How to Apply” Conference Calls

Two, one-hour informational calls about the application process and the program will be held on the following dates:

- October 12, 2011 from 1:00pm to 2:00pm (PST)
- October 19, 2011 from 10:00am to 11:00am (PST)

To register for one of the calls, please email your name, phone number, and time of the call you plan to attend to: Marla Cornelius, Senior Project Director, at marlac@compasspoint.org.

To Apply

Because space is limited, the application process is competitive. Applicants will be evaluated on:

- Eligibility requirements
- Ability to articulate how they see their work in social change and how they think about their career in this context
- Ability to articulate their leadership and professional development goals
- Personal and organizational readiness to participate in this intensive program
- Quality of application

Application Instructions: Please complete each section of the online application in full.

In order to complete the application in multiple sittings, please note that your answers for each page will only be saved once you click the 'next' button. You can return to the application by clicking on the link in the original email from which you opened the survey and edit your original answers before submission by using the 'back' button. Please note that once you click the 'Finished' button, you will not be able to return to your application.

Once you complete the online application, you will be directed to a page to download one additional form that should be signed by your executive director. **This form is due by 5:00 p.m. on Monday, October 31st. Please fax it to 415-541-7708 or scan and email it to erinl@compasspoint.org.**

Applications must be submitted electronically no later than 5:00 p.m. on Monday, October 31st. Late applications will not be considered. Applicants will be notified of selection decisions by mid November.

Click [HERE](#) to begin the online application

Questions?

If you have any questions about the program or eligibility requirements, please contact Marla Cornelius, at 415-541-9000 ext 315, or marlac@compasspoint.org.

About CompassPoint Nonprofit Services



CompassPoint intensifies the impact of fellow nonprofit leaders, organizations, and networks as we achieve social equity together. For over 35 years, we have worked to carry out this purpose by guiding nonprofits as they become better managed, more adaptive, and achieve higher impact. With our 21 staff working in San Francisco, the East Bay, Silicon Valley, and beyond, CompassPoint strengthens today’s leaders, and is helping to grow a healthy pipeline of diverse leaders for the future. We influence the dialogue about policies, emerging practices, and the resources needed for nonprofits to create change. And we convene partners, link fields, and strengthen networks that accomplish more by working together.

Our integrated practice offers the strongest teaching, coaching, consulting, and peer learning—all grounded in deep nonprofit leadership experience and an approach that is responsive to the needs of diverse leaders and communities. We partner with leaders, cultivating and supporting them at every level within nonprofit organizations and across the sector.

PROGRAM APPLICATION

Next Generation Leaders of Color Leadership Development Program

INSTRUCTIONS

Applications must be submitted using the online form no later than 5:00 p.m. on October 31st. Applicants will be notified of selection decisions by mid November.

If you have any questions about the program or eligibility requirements, please contact Marla Cornelius, at 415-541-9000 ext 315, or marlac@compasspoint.org.

PERSONAL INFORMATION

First Name: _____

Middle Name: _____

Last Name: _____

Race/ethnicity: _____

Title: _____

Email: _____

Work Phone: _____

Cell Phone: _____

Years in current position: _____

Total years experience in nonprofit management: _____

Number of direct reports/people you supervise (currently): _____

Total years experience supervising staff: _____

Name and title of the person you currently report to: _____

Total size of budget(s) that you are responsible for (oversee management of): \$ _____

ORGANIZATION INFORMATION

Organization Name: _____

Organization Type/Field: _____

paid staff (FTE): _____

Current Organizational Operating Budget: \$ _____

Street Address: _____

City/State/Zip: _____

Fax: _____

ELIGIBILITY REQUIREMENTS

To participate in this program, participants are expected to meet all of the following program eligibility and attendance requirements. Please check the box next to each requirement to confirm your ability to meet these terms:

- I am a person of color.
- I am a mid-level manager in a Bay Area health and human service organization (as defined by your organization).
- I have at least 2 years nonprofit management experience.
- I have never been an executive director/CEO.
- To the best of my understanding, I see myself staying in my current organization for the next year.

ATTENDANCE & PARTICIPATION REQUIREMENTS

- I am willing to take the 360 degree assessment and solicit others from my organization to provide feedback.
- I understand that participants are required to attend all program sessions. I am available on the dates indicated in the program schedule (refer to fact sheet).
- I am able to commit between 1 and 2 hours between sessions to work on my individual learning goals.
- I am willing to provide feedback to other cohort members on their work and to CompassPoint on the program quality and impact.
- I understand that there is a fee required for participation that will be due upon selection into the program to guarantee my space.
- I have the approval of my organization's executive director to participate.

APPLICATION QUESTIONS

Please limit responses to between 3 and 5 brief paragraphs per question.

1. What does working for social change mean to you?
2. What do you wish to learn more about in order to be a more effective leader?
3. What are your career development goals? Where would you ultimately like to see your career going?
4. Describe your level of knowledge and experience in the area of leadership and working with others?
5. What leadership and people management challenges do you currently experience within your organization?
6. Describe your level of knowledge and experience in the area of financial management?
7. What financial management challenges do you currently experience within your organization?
8. Have you had any other group learning or leadership development experiences? If so, please describe the type of experience and when you participated.
9. How do you believe you will benefit from participating in this leadership development program?
10. Please state how your participation will benefit your organization and be a good investment of organizational time.
11. How do you think you can enrich the learning experience of your peers?

COMMITMENTS

If selected, I will devote the time and resources necessary to complete the program and participate fully to the best of my abilities. I will also make sure that my organization can provide the participant fee to secure my spot.

- My executive director understands the commitment requirements of the program. He or she has submitted the attached organization acknowledgement form.

APPLICATION CHECKLIST

- I have reviewed the program fact sheet
- I have completed all sections of the application
- I meet all of the eligibility requirements
- I commit to meeting all of the attendance and participant requirements
- My executive director has submitted the organization acknowledgement form.

Please submit this application form electronically by 5:00 p.m. on October 31st. If you would like to keep a copy of your online application for your records, press the print button before you submit the application.

Thank you for your interest in this leadership development opportunity!

Click [HERE](#) to begin the online application

This program is made possible through the generous support of The California Wellness Foundation and the S.H. Cowell Foundation.



Next Generation Leaders of Color Organizational Acknowledgement Form

This form is to be completed by the Executive Director of the applicant’s organization. Please fax this form to 415-541-7708 or scan and email it to erinl@compasspoint.org by 5:00 p.m. on Monday, October 31st.

I understand that _____(full name of applicant) has applied to participate in CompassPoint’s *Next Generation Leaders of Color* leadership development program. I understand that, if selected, s/he will be required to actively participate in all aspects of the program during its entire duration from January 2012 to October 2012. I understand that the total time for participation is estimated as follows:

- 11 days for attendance at all in-person seminars
- 2-4 hours for 360 degree assessment process
- 12 hours for leadership coaching (spread over the course of the program)
- 1-2 hours for providing evaluation feedback
- 1-2 hours each month between sessions to work on learning goals

Fees are on a sliding scale based on organization budget size. *The total value of this program is approximately \$10,000 per person.*

- \$500 for organization’s with operating budget size of under \$1 million
- \$750 for organization’s with operating budget size between \$1 and 3 million
- \$1,000 for organization’s with operating budget size over \$3 million

If s/he is selected, our organization agrees to pay the nominal participation fee.

By signing below, I affirm that our organization supports his/her full participation and investment of time and is able to pay the participant fee.

Signed,

Name and Title

Organization

Email and Phone