



HIVE Leadership Development and Network Building Program 2023 PROGRAM COMPONENTS and DATES

Please note, there is no cost to participate. A stipend will be provided to all cohort members to support childcare and transportation costs. **By applying to participate in HIVE, you are agreeing to these COVID-19 protocols.**

PROGRAM DATES for 2023

Make sure you can participate in all of these dates before applying!

- Opening Call: Thurs. 2/9, 10:00am -12:00pm CT
- In-person, overnight retreats:
 - Retreat 1: Tues. 3/28 - Fri. 3/31
 - Retreat 2: Tues. 7/25 - Fri 7/28
 - Retreat 3: Tues. 11/14 - Fri 11/17

All in-person retreats will take place near Hammond, Louisiana. Exact location will be shared with the selected cohort!

- Cohort closing gathering: Early December 2023 (exact date and location to be determined with the selected cohort)

PROGRAM COMPONENTS for 2023

Program participants must participate in all program components!

Opening Virtual Call (Two hours): Ground in program vision, flow, and expectations and begin building honest and empathetic connections with the group.

Three In-Person, Overnight Retreats: Explore leadership that ***builds power by building community*** through the three R's: Radical Vision, Relationship Power, and Resourcing Inside and Out.

Discuss our personal experiences with power and oppression and how these show up in our day-to-day leadership, our organizational team building practices, and within the larger



reproductive health, rights, and justice movement, by building a broader network for organizing across race, class, issue, and other dimensions of power. We cultivate content that is both practical and transformative, and guided by the needs of cohort members. Participants will build a wide range of liberatory leadership skills from radical visioning to managing time and energy, team development, coaching and supervision, and resourcing movement work.

Group Development & Community Building

Retreat space is also an important time to build our connections with one another. From sharing objects that help tell the story of “why we do what we do” to *Leader Clinics* and *Open Space Technology*, we use a variety of group development methods to create a strong community of practice in HIVE. Leaders become vulnerable, courageous, and honest in this space which allows them to open up around the real challenges they face and binds the group as a learning community. Together they create an environment of emotional, intellectual, and practical support where each person deepens their power, voice, and actions as a leader.

Three Virtual Peer Learning & Support Sessions (Two and a half hours each): Build collective wisdom of the group through peer coaching on real-time challenges in leadership. Get feedback on how to describe the work of your organization in a way that builds power.

Individual Coaching (Ten hours, self-paced):

Each cohort member will receive ten hours of 1:1 coaching, scheduled at their own convenience. Coaches will be thought-partners to cohort members in honing in on their leadership journey. Coaching is a complementary tool that can be used in implementing IDP goals.

Individual Development Planning: Each cohort member takes a 360 assessment that gathers perspectives on their leadership strengths, challenges, and impact. They identify key areas of growth through guided reflection and meaning making of the 360 results and create Individual Development Plans (IDPs) for the year with specific goals, strategies, resources, milestones, and metrics related to each area. As part of the IDP implementation, leaders select and participate in one-three virtual workshops related to their growth areas.