



Session 1 (Tuesday, October 11th from 9:00 am-3:00 pm)

Contextualizing Leadership: Exploring and Defining Leadership

The first session of the program will focus on exploring and defining each participant's unique leadership style. We will discuss the expectations of executive and senior leaders and the characteristics and qualities that make them effective. Delving further, we demonstrate how this level of leadership is distinct from other types of organizational leadership. Using a diagnostic tool, participants will learn their specific strengths and how they can leverage them to work well with others. Participants will be asked to evaluate their awareness and understanding of power, justice, and equity—and to incorporate these values into their leadership. By the end of this session, participants will be able to clarify their personal values (and how they show up in leadership!), leadership style, and how to use their strengths to become a successful executive or senior leader.

Session 2 (Thursday, November 10th from 9:00 am-3:00 pm)

Financial Leadership: Expanding Views on Money and Building a Finance Toolkit

One of the foremost responsibilities of a nonprofit organizational leader is financial management and fiscal oversight. Organizational budgets – revenue and expenses – should reflect the organization's mission, vision, and values. Organizational resources should also be obtained and spent in ways that support long-term organizational health and sustainability. Understanding your organization's financial statements and fiscal systems and processes is critical to leading an impactful and sustainable nonprofit. This session will introduce nonprofit leaders to the basics of nonprofit finance and accountability and how they are distinct from program or project budgets. Participants will learn how to read and analyze organizational financial statements, accessible financial reporting practices, common financial metrics for nonprofits, and strategies for effective financial storytelling.

Session 3 (Thursday, December 1st from 9:00 am-3:00 pm)

Fund Development and Network Building: Raising Resources and Expanding Your Network

Building on financial leadership concepts, this session will focus on raising resources and creating an intentional network to support your nonprofit. Participants will learn the basics of fund development — identifying different types of funding sources; approaching, cultivating and stewarding financial supporters; and making fundraising asks. Realizing these skills require a strong and healthy network, this session will also have participants identify strategic community and organizational relationships and discuss strategies to develop them. Participants will leave the session with the confidence to build a public profile, leverage a network, and secure and develop organizational funds.

Networking Breakfast—Financial Supporters (Thursday, January 19th from 9:00 am-12:00 pm)

This networking session will provide an opportunity for participants to meet with financial supporters who are resourcing nonprofit organizations in the Greater New Orleans area. Put your learnings from the Fund Development and Network Building session into action by starting conversations and building relationships with funding decision-makers in the room!

Session 4 (Thursday, February 9th from 9:00 am-12:00 pm) Embodying Self-Sustainability: Managing Your Time and Energy

Leading a nonprofit is challenging. Pandemics, serious weather events, and persistent social injustices layer additional stresses on organizational leaders. And yet, leaders must still “show up” in these times and be in right relationship with staff, participants, funders, community partners, board members, and of course families and friends. This session will explore time and energy management practices and help identify habits that are impeding personal care. We will discuss how community care and self-care are linked, what self- and community care look like in practice, and how both support the health and well-being of everyone in your organization.

Networking Lunch—Change Makers (Thursday, March 9th from 11:00 am-1:00 pm)

As executive and senior leaders, vision setting, strategic relationships, and community partnerships are critical to your ability to move your organizations, including the people you serve, toward a common vision. This networking session will provide an opportunity to interact with community leaders, policy advocates, elected officials, and others who are intentionally and collaboratively strategizing to solve our communities most persistent problems.

Session 5 (Thursday, April 13th from 9:00 am-3:00 pm) Fostering Leadership: Working with Your Board and Staff

An organizational leader is often pulled between managing their staff and answering to a board of directors. This session will offer strategies for working with both groups and cultivating their strengths and talents. We will also share ways to center your mission and values in decision-making processes with your board and staff. Sometimes these decisions can lead to difficult conversations; we'll offer tools for navigating tensions and conflict resolution as well. Participants will leave the session with effective team building plans, project management strategies, and ways to support the leadership and professional development of staff members.

Closing Session (Thursday, April 27th from 9:00 am-12:00 pm)

Congratulations on your growth and development! This event will be a casual and celebratory session. You will have an opportunity to share your learnings and speak into existence any leadership goals and plans you may have. We will also hear from former Emerging Leaders participants. Foundation staff will be in attendance as well!