



## LDR 2019 Program Description

Are you a nonprofit professional looking to grow as a leader? Are you interested in an a hands-on, in-depth, and collaborative opportunity to gain new leadership skills and expand your professional network across the state?

If so, we invite you to apply to the Leadership Development Roundtable (LDR) Program, a cohort-based, "learn through doing" experience designed to build the critical leadership competencies needed to lead social change.

*"I feel like when I came to LDR, I was a good leader who got things done.  
Now I feel like a great leader who makes things happen." – LDR Leader*

### **What is LDR?**

Leadership Development Roundtable—LDR—is the signature program of Five Frogs, Inc., a nonprofit with the mission to build a powerful movement of diverse leaders with the competencies, mindset, drive, and relationships necessary to create lasting, positive change in Connecticut. LDR strengthens our communities by supporting nonprofit leaders working together across boundaries to solve complex social problems.

LDR is a six-month, strengths-based program encouraging leadership in action. The cohort learning model links leaders across the state to deepen relationships and collaboration within the social sector. LDR embeds a dedication to ongoing learning in leadership practice, providing the tools and resources to support our leaders and organizations. Through LDR, leaders will:

- Acquire the mindset, knowledge, and vision to lead organizations effectively
- Learn from different experiences and perspectives in a diverse cohort of nonprofit peers
- Understand their individual strengths, work one-on-one with a leadership coach, and implement a personalized development plan to ensure continuous improvement
- Execute a leadership project that tackles a challenge at their organization
- Connect with LDR alumni and seasoned nonprofit executives to expand their professional network
- Enhance the sector through strategic and visionary leadership, expanding community impact, and by supporting and inspiring others

## **What is the Program?**

Select LDR applicants are chosen to participate in a learning cohort of leaders. Each LDR cohort meets for in person Roundtable discussions over a six-month period. The size of each cohort is limited to 18 participants.

### *Roundtable*

The Roundtable, **a professionally facilitated group discussion**, unfolds the practical application of key leadership concepts, self-assessments, individual reflection, and small group work. Together, the cohort is engaged in peer learning and support. Topics include: Leading and Managing Change, Visioning, Aligning Strategy to Mission, Cultivating Stakeholder Relationships, and Creating Sustainable High Performing Organizations. Because so much of leading is about change, the primary focus of LDR is [adaptive leadership](#). Some technical issues such as talent management, fundraising, finance and others are also discussed—but the cornerstone of LDR is leadership development. Nonprofit sector leaders participate as guests in some sessions to share their experience, perspective, and leadership lessons.

Between Roundtable sessions, leaders are encouraged to make sense of their learning and put ideas into action. Each leader will first reflect on sessions and materials (e.g. readings, videos) and then share their insights with an assigned small group (this may happen via conference call or in person). This critical work between sessions helps everyone advance and strengthens the in-person cohort conversation and connections.

### *Individual Coaching and Mentorship*

**Coaching:** Each LDR leader is assigned a leadership coach to serve as a partner in advancing their leadership development throughout the program.

**Mentorship:** Each participant also is connected with a mentor through the “Executive Shadow Experience.” Seasoned leaders volunteer to host an LDR leader for a day or two half-days. This is an opportunity for the LDR leader to develop a professional relationship with a nonprofit executive and learn from their individual leadership style. Time and date to be scheduled by the leaders.

### *Practical Application: The LDR Project*

During the Program, participants each **envision, plan and execute a leadership project** based on a challenge facing their nonprofit. The Project will span the duration of LDR. Leaders often find it useful to choose a project that extends their experience outside their current area of expertise. For example, someone normally engaged in direct social services delivery may choose an assignment in the fundraising area of their organization. Working directly with their ED/CEO, each participant plans and executes the LDR Project, gaining valuable leadership lessons and increasing their exposure to the organization’s work as a whole. The staff time and creative talent invested adds value to the organization as well. LDR leaders will give summary presentations of their LDR Project, and resulting impact, during the closing session.

**Time commitment:** Leaders must commit to attending each of the 6 sessions, participating in the Executive Shadow Experience and working with a leadership coach. Additional work is required between sessions. We estimate that leaders will spend 35 hours in session and on average 3-4 hours/week dedicated to related activities (coaching, assignments, ESE).

**Cost:** The participation fee is \$1,500. Thanks to the generosity of sponsors, this is reduced from the actual cost of \$4,000. Scholarships may be available. Participants are required to purchase a copy of *Strengthsfinder 2.0*.

“The other LDR participants and I work hard in a high-pressure sector, and having a forum like this—to take a step back from our day-to-day responsibilities and focus on our own professional experiences and professional development—was invaluable.” – *LDR Leader*

### **What Results Can I Expect?**

Through LDR, leaders will have the opportunity to build leadership skills and better prepare for professional advancement. Specifically, leaders will:

- Expand their professional network
- Learn how to focus and enhance individual strengths to lead change
- Identify the skills and practices needed by successful nonprofit leaders
- Practice new leadership skills
- Create a professional development plan for continuous learning
- Collect tools, insights, and concepts to share with others
- Become a part of the growing LDR network and be eligible for alumni programs and ongoing support
- Make an even bigger impact on organizations and important causes

“As a result of the personal and professional growth LDR has provided, I have evolved to be viewed as #2 [at my organization]. Not only has my executive director seen this change and capitalized on it, but my peers, team members, and outside stakeholders have as well...” – *LDR Leader*

### **When and Where is the Program?**

The LDR Program operates two cohorts based in Fairfield and Hartford counties. During the six-month Program, each cohort will meet individually twice and together in New Haven for four roundtable sessions. Sessions will feature a mix of discussion, reflection, special projects, learning from guests, and group work. Leaders are responsible for scheduling coaching calls individually over the course of the Program at a mutually convenient time for the leader and their assigned coach. Executive Shadow Experiences will also be scheduled at a mutually convenient time.

Please review the attached session dates and times for LDR 2019 (page 5).

## **Who Should Apply?**

LDR is open to all leaders currently employed by a 501c3 nonprofit organization in Connecticut. We support, celebrate, and encourage inclusion to create the best possible learning experience—the strongest LDR cohorts reflect diversity in race, socioeconomic status, gender, age, and experience. Each leader’s unique background and perspective are tremendous assets to the cohort and to our community! We especially encourage leaders of color and those representing underserved populations to apply.

In order to participate, qualified applicants must:

- receive written endorsement of their executive director/CEO (or board chair if the applicant is the most senior leader of the organization)
- manage at least one staff member or hold significant supervisory experience over interns, volunteers, and temporary staff
- devote an estimated 35 hours in-session and an additional 3-4 hours each week to developing their own leadership during the 6-month period
- demonstrate a commitment to the mission of Five Frogs and to the social sector

Leaders should exhibit an eagerness to learn by doing and a willingness to share lessons with others. The ideal LDR candidate is a self-motivated nonprofit leader who is curious, reflective, and passionate about effecting social change.

Note: Selection for participation in the cohort will be based upon priority criteria as well as composition of a strong, diverse cohort. Finalists may be interviewed via phone. Applicants will be notified by email by December 14, 2018.

## **Learn More about LDR**

Attend an info session to learn more about the program. If you have specific questions about the LDR experience, you can also reach out to past leaders in our alumni network, listed on the [FAQs page of the LDR website](#).

**Info Session for Executive Directors:** in-person on Friday, September 14, 2018 from 9 to 10AM at the Hartford Foundation for Public Giving, 10 Columbus Boulevard, Hartford CT

**[RSVP online](#) with event code: LDRInfo2018**

### **Info Session Video Calls:**

Thursday, September 20, 2018 from 12-1PM

Monday, October 15, 2018 from 10-11AM

Thursday, November 8, 2018 from 2-3PM

**To participate, [RSVP here](#) to receive call-in instructions.**

## 2019 Program Dates

Date	Time	Location	Cohort
Wednesday, February 13, 2019	9AM-3PM	New Haven	Both Cohorts
Wednesday, February 27, 2019	9AM-3PM	New Haven	Both Cohorts
Wednesday, March 20, 2019	9AM-1PM	Hartford	Hartford Cohort
Wednesday, March 27, 2019	9AM-1PM	Fairfield	Fairfield Cohort
Wednesday, April 24, 2019	9AM-3PM	New Haven	Both Cohorts
Wednesday, May 15, 2019	9AM-1PM	Hartford	Hartford Cohort
Wednesday, May 22, 2019	9AM-1PM	Fairfield	Fairfield Cohort
Wednesday, June 12, 2019	9AM-3PM	New Haven	Both Cohorts