

CRE LEADERSHIP CAUCUS 10 FOR EARLY CAREER EXECUTIVE LEADERS November 2010 – May 2011

“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 that 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 7-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
- ❖ **Management simulation** in which participants lead and manage “a day in the life” of a CBO

Peer exchange is a key feature of the Caucus.
Total time commitment is 7 days over 7 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:

- ❖ **Leading Organizational Transformation**
Moving beyond managing to leading
Managing change
- ❖ **Creating and Strengthening Alliances**
Partnering with the Board
Building and sustaining strong staff teams
- ❖ **Creating a Culture of High Performance**
Using data as a management tool
Using time and talent wisely

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 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.

For More Information:

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



Strengthening New York's Communities for Over 25 Years

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Tentative Calendar of Sessions

Nov 4	Nov 18/19	Dec 9	Jan 13	Feb 10	Mar 11	Apr 8	May 13
9:30am-5:30pm	9:00am-6:00pm	9:30pm-5:30pm	4:00pm-7:00pm	9:30pm-5:30pm	4:00pm-7:00pm	9:30pm-5:30pm	9:30am-1:30 pm
Orientation Intro to Caucus Set-up for Simulation and 360 Feedback Leadership in Hard Times Set-up for Action Learning (1 hour)	Management Simulation <i>Living Change: A Management Simulation</i>	Issue Discussion I Leading Change and Managing Transitions Action Learning (1 hour)	Action Learning <i>3 Hrs</i>	Issue Discussion II Strengthening Partnerships with Board and Staff Action Learning (1 hour)	Action Learning <i>3 hrs</i>	Issue Discussion III Leading Organizations to Higher Performance Action Learning (1 hour)	Closing Personal Leadership Statements Closing Lunch Session
360 Feedback Survey and Goal Setting for Change Initiatives							

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