



THE NONPROFIT CENTER

an Idaho Community Foundation program

Idaho Leads: Program Overview

The premier program for developing nonprofit executive leaders in Idaho.

Description:

Idaho Leads is a cohort-designed program for nonprofit Executive Directors/CEOs to learn crucial leadership concepts unique to being an Executive Director/CEO of a nonprofit organization. Attendees will begin the program with a two-night retreat, followed by 4-6 coaching sessions, and 3 (virtual) group meetings/classes. This program will be packed with learning opportunities, peer bonding, and other leadership growth opportunities.

Program Capacity: 15 -20

Why participate in this program?

Participants will walk away with a better understanding of themselves, their unique leadership skills, and the tools needed to be effective leaders in their communities and organizations.

Nonprofit Leadership Objectives

1. **Self-Discovery as a Leader:** deepen your understanding of your leadership style and identify your strengths and weaknesses.
2. **Build an Effective Culture:** create an effective plan rooted in DEI to strengthen your team's culture resulting in higher productivity and less employee turnover.
3. **Manage Personal Effectiveness:** learn crucial time management skills, delegation, and tools to manage burnout.
4. **Develop Your Public Narrative:** leverage your personal and organizational narrative to win minds and hearts and mobilize the community towards change.
5. **Navigate Conflict:** learn to navigate difficult situations and conversations to create the best possible outcomes for all parties involved.
6. **Lead Through Change:** practice authenticity, vulnerability, and risk-taking; and learn to effectively lead your staff and board.



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Expectations

Participants are expected to participate in the following events to successfully complete the program. If an absence is anticipated, please inform Nonprofit Center staff.

- **Retreat:** The program will kick off with a 3-day retreat experience with your cohort and facilitators.
 - **Late May**
Prepare for shared lodging and bathrooms, non-rigorous outdoor activities, and poor internet access.

- **Coaching Sessions:** Participants will work with a coach on a monthly basis. Coaching is highly tailored to the needs of each participant including personal development goals and organizational challenges. Four to six coaching sessions will be held virtually via zoom or in person depending on coach's and/or participant's geographic location and availability.
 - Participants are expected to come prepared with topics to discuss and are encouraged to send agenda items to their coach in advance.
 - **June, Jul, Aug, Sept, Oct, Nov**

- **Cohort Meetings:** Three virtual classes will be held after the retreat and led by a subject matter expert. Each session will be highly interactive and cover one of the following leadership objectives (see calendar of learning).
 - **Jun, Sept, Nov**

- **Attendance:** Participants must attend the retreat, class sessions, and all coaching sessions to graduate from the program. If an attendee cannot attend a coaching session, a 72-hour notice is required to reschedule.

- **Capstone Celebration:** Participants and coaches will be invited to an in-person celebration to wrap up their year and reflect on the lessons they learned.
 - **Dec or Jan** (depending on availability)

- **Surveys and Assessment:** Participants will be asked to complete a leadership self-assessment survey, entry survey, and exit survey.



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Calendar of Learning (Approximate Timeline)

Month	Activity	Learning Objectives	Estimated Time
April	Leader Self-Assessment, Entry Survey, Coaching Questionnaire		4 Hours
May	Nonprofit Leadership Retreat	1, 2, 3	2.5 Days
June	Coaching Session 1		1 hour
	Cohort Meeting 1 - TBA	4	1.5 hours
July	Coaching Session 2		1 hour
August	Coaching Session 3		1 hour
September	Coaching Session 4		1 hour
	Cohort Meeting 2 - TBA	5	1.5 hours
October	Coaching Session 5		1 hour
November	Coaching Session 6		1 hour
	Cohort Meeting 3 - TBA	6	1.5 hours
December / January	Capstone Celebration		1.5 hours
	Exit Survey		30 minutes

Estimated Cost to Participate

**Pricing subject to change*

- **Members: \$650**
- **Nonmembers: \$850**

The value of this program – over 12 hours of development, food and lodging, coaching, and classes – retail for over \$6,000 per attendee.

Certificate of Completion

Participants will receive a certificate of completion upon graduation from the program. Graduation is dependent on each participant completing the items listed in the program expectations.