

# Civic Sector Leadership Fellows

**An Executive Development Program  
for Emerging Leaders in Human Services**

*Developed and Sponsored by the National Human Services Assembly and the University of Notre Dame, Mendoza College of Business*



**The National Human Services Assembly (NHSA) and the University of Notre Dame invite nominations of emerging leaders in the nonprofit human services sector to become Civic Sector Leadership Fellows. The cohort of Fellows will participate in an intensive, one-week experiential learning program, executive coaching, an ongoing virtual learning community and a culminating capstone weekend.**

### **What Are the Benefits of Participating?**

Civic Sector Leadership Fellows will:

- Learn about the latest issues and trends affecting the human service sector from experts and researchers in the field;
- Identify the characteristics of high-performing nonprofits and how to replicate them in their own organizations;
- Develop skills and knowledge that will prepare them for roles as senior leaders and CEOs;
- Become part of an ongoing learning community that will grapple with critical issues affecting the human services sector and its top leaders;
- Receive individualized coaching and feedback designed to develop their leadership skills; and
- Establish a personal work plan designed to deepen knowledge and strengthen key competencies by equipping each Fellow with the tools to address challenges facing organizations and the sector over the next five to ten years.



### **How Will My Organization Benefit?**

The benefits to your organization are countless and invaluable. The opportunity to develop “homegrown” high-potential talent is one that shouldn’t be missed. Establishing a pipeline of loyal, engaged staff members ensures the integrity of leadership in your organization for years to come. Each Fellow will return to your organization with a 21st century perspective on real world

human service dilemmas, emerging innovations and on systems change. The Civic Sector Leadership Fellow you nominate will gain a well developed network of peer colleagues—extending across the sector and beyond your organization—with whom to consult as they grow into leadership roles in the human services field.

In short, the Civic Sector Leadership Fellows Program will enable participants to meet with colleagues who grapple with similar challenges and complex human service issues while developing and enhancing their own management and leadership styles. Fellows will be immersed in a stimulating week away from daily management decisions, personnel challenges, and problem solving to focus deeply on their own professional development.

### **What are the details of the program?**

The one-week intensive will take place March 22-27, 2009 at the Villanova Conference Center in Radnor, PA (outside Philadelphia). The \$3900 tuition includes all lodging, food, individual executive coaching, a 360° assessment, and materials at both the week-long

intensive and the capstone weekend, as well as a top flight cadre of faculty from Notre Dame’s renowned Mendoza College of Business and other elite colleges, universities and organizations. Such a competitive fee for the Civic Sector Leadership Fellows Program is possible thanks to underwriting by an anonymous donor. The program is limited to

30 participants who will reflect the broad diversity of the human services field today. The capstone weekend will be held at the same location February 21-23, 2010. At that time, Fellows will make presentations based on projects completed since their March ‘09 intensive program.

### **Who is eligible to become a Civic Sector Leadership Fellow?**

An ideal candidate is an emerging leader from the national office or field office of a national or international human services organization *who has been nominated* to participate

**Leadership and learning are indispensable to each other.**

in an executive development program designed exclusively for individuals whose career path is pointing to key positions in the human services sector. The candidate typically has a minimum of five years of experience managing human and financial resources in the fields of youth development, family services and supports, mental and behavioral health, health promotion and disease prevention and management, child welfare, aging services, homelessness and housing, juvenile justice or others—in short, the organizations and agencies that care for the priceless resource of human capital.

#### A prospective Civic Sector Leadership Fellow:

- Has made a commitment to a career in the nonprofit human services sector;
- Has the support of his/her board of directors and senior leadership, including at the national level;
- Wants to participate with a cohort of peers in an ongoing learning community; and
- Is enthusiastic to acquire new knowledge, develop new skills, and receive feedback and coaching in an intensive, experiential learning environment.

#### How does the Civic Sector Leadership Fellows Program differ from other leadership or executive development programs?

This learning opportunity differs from others because it is **exclusively designed for and focused on human services or civic sector nonprofit organizations**. Civic Sector Leadership Fellows will also have access to an ongoing learning community of peer colleagues beyond their week at Villanova. The cohort will be brought together periodically via conference calls, webinars, and the capstone weekend.

The teaching approach is based on adult learning theory and will have direct application to participants' real world experience. It will include small group work, intense peer-to-peer interaction, brief lectures, and case studies to be drawn from attendees. Extra-curricular activities that promote relationship building will be an important part of the experience.

#### What preparation, if any, is necessary prior to the week?

Participants will be engaged in a 360° assessment process and will receive selected pre-program reading and preparatory materials.

For more information or to submit a nomination, contact Judy Leaver, Program Coordinator, Civic Sector Leadership Fellows Program, 1319 F St NW, Suite 402, Washington, D.C. 20004; 202-347-2080, ext.10; [jleaver@nassembly.org](mailto:jleaver@nassembly.org). You can also access information at our website: [www.civicsectorleaders.org](http://www.civicsectorleaders.org).

## Civic Sector Leadership Fellows Program SCHEDULE-AT-A-GLANCE March 22-27, 2009

### Sunday, March 22

2:00–5:00 pm	Arrival and Check-in
6:00–7:15	Light Dinner/ Get acquainted
7:30–9:30	Evening Presentation

### Monday, March 23

7:00–7:45 am	Continental Breakfast
8:00–12:30	<i>Self as Leader</i>
12:30–1:45	Lunch
2:00–5:30	<i>The 4 Generation Workplace</i>
6:00–7:15	Dinner
7:30–9:30	Evening Activities

### Tuesday, March 24

7:00–7:45 am	Continental Breakfast
8:00–12:30	<i>Systems Thinking and Execution</i>
12:30–1:45	Lunch
2:00–5:30	<i>The 2.0 Nonprofit</i>
6:00–7:15	Dinner
7:30–9:30	Evening Activities

### Wednesday, March 25


7:00–7:45 am	Continental Breakfast
8:00–12:30	<i>Inspired People Management</i>
12:30–1:45	Lunch
2:00–5:30	<i>Partnerships and Collaboration</i>
6:00–7:15	Dinner
7:30–9:30	Evening Activities

### Thursday, March 26

7:00–7:45 a.m.	Continental Breakfast
8:00–12:30	<i>Overcoming Resistance to Change</i>
12:30–1:45	Lunch
2:00–5:30	<i>The New Nonprofit Economics</i>
6:00–7:15	Dinner
7:30–9:30	Evening Activities

### Friday, March 27

7:00–7:45 a.m.	Continental Breakfast
8:00–12:30	<i>Fostering Innovation</i>
12:30–1:00	Closing
1:00 p.m.	Departure for Home



**Civic Sector Leadership Fellows Program**

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