



## Women's Emerging Leaders Program Description

HandsOn Northwest North Carolina (HandsOn NWNC) recognizes the importance and need for developing the leadership capacity of women who comprise the majority of the nonprofit work force. To help prepare, strengthen and support women for future leadership roles, HandsOn NWNC is sponsoring the Women's Emerging Leaders (WEL) program. *This program is targeted to mid level female professionals currently employed by nonprofits serving Forsyth, Davie, Davidson, Stokes, Surry, and Yadkin Counties.* WEL is a ten month program consisting of two components: an intensive **Leadership Essentials for Women workshop** and enrollment in the **Nonprofit Essentials Program**, a series of skill building classes jointly sponsored by HandsOn NWNC and Wake Forest University's Institute for Public Engagement.

**Eligibility.** Applicants must be **mid level female staff** (managers, program directors, program coordinators, and other professionals) currently employed by nonprofits located in and serving Forsyth, Davie, Davidson, Stokes, Surry, and Yadkin Counties, who are committed to public service and interested in gaining leadership skills that would enhance their ability to pursue leadership positions within their organizations or within the nonprofit sector. The program is not open to Executive Directors of nonprofit organizations.

**Cost.** The cost to participate in the program is **\$350/person**. Supporting Partners pay a discounted fee of **\$300/person**. These fees represent approximately **13-15%** of the total per person cost of the program, and are a significant savings for the participant/organization. **Please note that the discount for Supporting Partners is equivalent to the cost of becoming a Supporting Partner**, allowing your organization to immediately recoup this cost while ensuring that all of your organization's staff, volunteers, and board members can take advantage of discounted Supporting Partner rates for a full year. Also note that the current cost for attending the Nonprofit Essentials Program alone is \$350/person. These deep discounts can be offered due to a generous grant from **The Kate B. Reynolds Charitable Trust**. If you are unsure as to whether your organization is a Supporting Partner, please check "Join/Give Now" on our website at [www.HandsOnNWNC.org](http://www.HandsOnNWNC.org) or call 336-724-2866.

### Program.

- **Leadership Essentials for Women**-A two-day, intensive workshop that will help participants develop their personal leadership skills, while addressing issues and perceptions traditionally unique to women, such as the choices and tradeoffs that many women face as they juggle professional and personal issues. Based on a curriculum from the Center for Creative Leadership and taught by a CCL adjunct faculty member, this workshop has been crafted specifically for WEL participants, further increasing the value of the program. Specifically, participants will receive insight into their personal leadership skills and challenges, learn techniques to give and receive feedback, gain fresh perspectives and practical advice on how to tackle their personal leadership challenges, learn to make choices based on tradeoffs and rewards, learn how to overcome biases, and develop strong bonds with a new group of local female peers within the nonprofit sector that will provide future career support. **This REQUIRED workshop will be held on September 4 and 5, 2014.**
- **Nonprofit Essentials Program**-Ten monthly classes focusing on areas of nonprofit governance, operations, or management, including: governance, budgeting and finance, human resources, strategic planning, fund development, collaboration, evaluation, advocacy and communication, grant writing and an emerging issue. Class dates have not been established for 2014-2015, but classes will begin meeting in September. Each half-day class features a networking lunch that provides WEL participants time to connect with their peers in the program, allowing for continued follow-up throughout the year.

**Application.** The WEL application must be submitted along with a letter on your organization's letterhead, written and signed by the Executive Director, verifying your position with the organization and



his/her support for your participation in the program. Completed applications and letters must be received by **Friday, June 13**. E-mail your application to [KathyDavis@HandsOnNWNC.org](mailto:KathyDavis@HandsOnNWNC.org). You can mail your check separately with a notation that the check is for the WEL program or pay online via PayPal at [www.HandsOnNWNC.org](http://www.HandsOnNWNC.org) by registering for the WEL program. Please note on the address line that the payment is for the Women's Emerging Leaders program.

**Requirements.** Participants must commit to fully attending both the two-day intensive Leadership Essentials for Women workshop and the Nonprofit Essentials Program. For the workshop, participants will be required to complete an evaluation at the end of the two-day workshop and develop a personal Leadership Action Plan. Participants must also participate in 6 month and 1 year overall assessments from the date of the workshop. The purpose of the assessments is to determine if the program has helped to strengthen the participant's leadership skills/capacity and follow up with progress on the Leadership Action Plan. The participant's supervisor/Executive Director will also be required to complete an initial assessment of the participant prior to the workshop and participate in the one year assessment. For the Nonprofit Essentials Program, participants will complete an evaluation at the end of each class.

**Application Review and Notification.** The workshop is limited to 15 women who will be selected by a peer committee based on personal and work goals, work experience, and commitment to the public sector. Program participants will be notified by **June 27**. Applicants who are not selected to participate in the program will have their payment returned/refunded.

- *"At the time I entered the Women's Emerging Leadership Program last year, I was just completing new educational and professional credentials. I completed these within the last year, and began a dialog with selected community leaders in my field regarding potential employment pursuits that would elevate my status with my profession and the community. I began a new position five months ago that provides me with a leadership role in my new organization and within the community and the larger region of our state."* 2010 WEL participant
- *"This leadership training has been one of the best things I have done in my 30+ years as a working woman! Thank-you for having it!!!!"* 2011 WEL participant
- *"Not only were the tools/resources/concepts helpful, the networking and relationship building will allow us to continue to grow professionally and personally. Through the networking and camaraderie, we were able to discover how we can combine our individual skill sets and services to address greater needs within our community."* 2012 WEL participant
- *"Outside of work, I have taken on new volunteer positions. These included both committee and chair roles. I am approaching these and other tasks in a goal oriented manner, from a new perspective and with the encouragement provided in the framework of WEL."* 2012 WEL participant
- *"My leadership challenge was to successfully maneuver my way through a difficult collaborative partnership while accomplishing our annual community event. WEL provided me with excellent ideas to assist me with this task and as a result I am now chair of a sub-committee and everything is going well."* 2012 WEL participant