



ABFE

A Philanthropic Partnership for
Black Communities

KNOWLEDGE, TRAINING & TECHNICAL ASSISTANCE

ABFE TRANSFORMATIONAL LEADERSHIP SERVICES

Program Overview

As a pilot for advancing culturally-relevant leadership training and effective practice in Black philanthropy, ABFE's Transformational Leadership Services support a broad range of its members and allied partners within the philanthropic sector. We offer capacity building activities that strengthen management and leadership skills to address the complex issues that face Black communities, and coaching & training models that address the effects of long-term institutional racism and discriminatory policy implementation.

ABFE employs its Responsive Philanthropy in Black Communities (RPBC) Framework and toolkit, principles of ontological learning (in addition to various coaching approaches) and leadership training to produce the following results:

1. Design and deliver culturally-significant professional and personal development experiences for Black and allied leaders;
2. Develop and connect distinct networks of Black and allied advocates for racial equity throughout philanthropy, including associations, foundations, giving circles, individual donors, trustees and non-profit practitioners; and
3. Cultivate a network of highly-skilled Black coaches as a resource pipeline for Black and allied leaders within the philanthropic and coaching sectors.

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Program Objectives

To cultivate and build the capacity of leaders in philanthropy to be effective advocates for Black communities.

Program Audience

Individuals participating in grantmaking entities, including any of the following:

- Sports and Entertainment Philanthropic Leaders
- Practitioners and Researchers
- Consultants to Philanthropy
- Fraternities and Sororities
- Nonprofit Organizations
- Civic Leaders

Key Activities

Racial Equity Training
Coaching

Program Point-of-Contact

Marcus Walton, Chief Operating Officer
mw Walton@abfe.org

ABFE TRANSFORMATIONAL LEADERSHIP SERVICES DESCRIPTIONS & PRICING



Level I Cohort Coaching

Audience:

ABFE Members

Requirements:

ABFE Membership

Description:

Purpose: introduction to essential leadership and racial equity competencies for being a Transformational Leader

- Cohort of 10-15 members participate in a three month virtual experience (webinars or calls)
- Three monthly 90 minute leadership development calls facilitated by ABFE coaches and invited guests from partner networks & coach training schools
- Weekly emails containing additional leadership resources

Resources and Services

- Cohort Introduction (Network building)
- Access to racial equity and leadership tools and frameworks
- Leadership development resources, news and updates
- Video presentations, articles and studies focused on leadership
- Access to one previously-recorded Responsive Philanthropy in Black Community (RPBC) webinar

Cost: \$250

Dates:

October - December 2014
February - April 2015

Level II Cohort Coaching

Audience:

ABFE members who have participated in other ABFE leadership development and want more.

CLFP Alumni

All recipients of LEVEL I Services

Requirements:

Must have working knowledge of racial equity principles

Must have received coaching from an ABFE-approved program

Description:

Purpose: Reinforcement and development of key leadership skills anchored in ABFE's racial equity framework

- Cohort of 10-15 members participate in a three month virtual experience (webinars or calls)
- Six monthly 90 minute leadership development calls facilitated by ABFE coaches and invited guests from partner networks & coach training schools
- Ongoing correspondence, including updates, video presentations and other leadership resources
- Individual interaction with ABFE Coach

Resources and Services

- Personal Assessment (Tool and One-on-One meeting to review with ABFE Coaching Staff)
- Office Hours to speak directly with ABFE Coaching Staff (2 or 3 hrs. at set times each week)
- Cohort Introduction (Network building)
- LEVEL I Resources (Leadership fundamentals, plus emergent thinking in sector)

Cost: \$750

Dates:

May - December 2015

One on One Coaching

Audience:

ABFE members who want customized one-on-one Transformational Leadership services.

“Step-up” person*

“Navigator”*

“Breaking the Glass Ceiling”*

Requirements:

ABFE Membership

Description:

Purpose: Reinforcement and development of key leadership skills anchored in ABFE's racial equity framework

- A customized coach-supported leadership development experience guided by a member of the ABFE Coaching Team (minimum 3 months, maximum 12 months depending on frequency of engagements)

Resources and Services

- Includes Personal Assessment (Tool and series of One-on-One meetings to review with ABFE staff)
- LEVEL I Resources (Leadership fundamentals, plus emergent thinking in sector)

Cost: \$2500

Inquire at leadership@abfe.org for additional details.

Dates:

On Going

**“Step-up” person: Someone who has risen from program manager to strategy position, or administration to leader, or director to chief.
*“Navigator”: Someone who faces challenges within his/her current role and requires key competencies (coaching tools) to navigate the landscape. *“Breaking the Glass Ceiling”: Someone who is a senior person within an organization who is now looking to move beyond the comfort zone of their work and needs coaching to learn how to utilize & implement the tools to expand in new directions.*

ABFE TRANSFORMATIONAL LEADERSHIP SERVICES DESCRIPTIONS & PRICING



Newfield Foundations Leadership Development Training

Audience:

ABFE members who are interested in Ontological Learning and Coaching

Requirements:

ABFE Membership

Description:

ABFE has partnered with Newfield Network to provide a 5-day intensive leadership experience that radically transforms your relationship to life. Reflect, inquire, converse and dive into an exploration of the fundamental assumption about living.

- Five-day conference held in a retreat location that is ideally suited for fostering the introspection necessary for personal growth and development.

Resources and Services

Individuals attending The Foundation Course can expect to broaden their perceptions, learn new distinctions and capabilities, and build their personal and professional leadership skills resulting in an increased ability to achieve positive results in multiple domains.

More information about Newfield at: www.newfieldnetwork.com/New2/Home/index.cfm

Cost: \$2550

ABFE Member Discount Available.
Inquire at leadership@abfe.org

Dates:

March 23rd - 27th, 2015
August 31st - September 4th, 2015

Newfield Coach Training

Audience:

ABFE members who are interested in becoming a coach

Requirements:

ABFE Membership
Completion of Newfield Foundations Leadership Development Training

Description:

ABFE has partnered with Newfield Network to provide a pathway for members interested in Qualifying to become a Newfield Certified Coach. Successful completion of the Certified Coach Training allows you to apply for Newfield Certified Coaching credentials.

- This is an "all inclusive" training program, which offers start to finish coach training, a 125 student contact hours, Mentor Coaching and a performance evaluation process.

Resources and Services

Receive world-class training from an Accredited Coach Training Program (ACTP) certified by the International Coach Federation (ICF). After qualifying as a Newfield Certified Coach, graduates of our ACTP approved program may apply for an individual ICF Credential via the ACTP credential application path.

More information about Newfield at: www.newfieldnetwork.com/New2/Home/index.cfm

Cost: \$8000

ABFE Member Discount Available.
Inquire at leadership@abfe.org

Dates:

March 23, 2015
August 31st, 2015

Customized Group Experience

Audience:

ABFE member's organizations and/or community

Description:

Introduce your organization or community to the leadership principals of ABFE's Leadership Development

Resources and Services

ABFE customizes transformational leadership activities, which provide leadership, inspiration, rejuvenation, and fellowship between groupings of ABFE members with common interests.

Cost: TBD

Inquire at leadership@abfe.org for details.

Dates:

Ongoing

Working in partnership with 