

Leadership Learning Lab

Building Stronger Communities
by Empowering Northern
Michigan's Nonprofit Leaders

Learn. Grow. Adapt. Repeat.



2020 Schedule

Apr 16 9:30-12:30 Clare	Understanding Your Leadership Style
May 21 9:30-12:30 Clare	Time Management
Jun 18 9:30-12:30 Clare	Introduction to Adaptive Leadership
Aug 20 9:30-3:30 Clare	Mission-Driven Storytelling
Sept 17 9:30-12:30 Clare	Board Development
Oct 15 9:30-12:30 Clare	Fund Development
Nov 19 9:30-12:30 Clare	Adaptive Leadership II
Dec 17 9:30-1:30 Clare	Setting Goals for the Future & Celebratory Lunch

Join us!

Are you interested in becoming a more effective leader? Would you like to have a bigger impact in your organization and community? Do you wish you had a circle of peers to support you through your biggest challenges? If so, join us for the **2020 Leadership Learning Lab!**

The Frey Foundation, ten Michigan Community Foundations and Rotary Charities have come together in this unique collaboration to support you and the work that you do. The Leadership Learning Lab is designed to empower and connect nonprofit leaders as a way to **strengthen your organizations and the communities you serve.**

In today's complex world, the conditions to be successful are constantly shifting, requiring people from all sectors to lead with a new kind of courage and skill. Explore how to become a more **adaptive leader** and take time to **learn, practice and experiment** with your new skills in areas like board development, fund development, storytelling, time management and more.

The Leadership Learning Lab is being offered at five northern Michigan sites for Executive Directors and emerging leaders. Cohort size is limited to **twelve participants** per site.

FREY FOUNDATION



Cadillac Area
community foundation™
Where *You* Make the Difference

Mt. Pleasant Area
community foundation™
For **good.** For **ever.**™



ROTARY
CHARITIES
Resources for change

NORTHSKY
NONPROFIT NETWORK™
A program of Rotary Charities of Traverse City



Program Outline

What is my commitment?

Participation in the Leadership Learning Lab requires the following commitment:

- Attendance at all 8 sessions
- 3-6 hours between sessions (homework, prep work and connecting with your learning pod with one meeting/call per month)
- Completion of a comprehensive pre-program survey
- Participation in program evaluations
- Signed confidentiality agreement

How can I sign up?

Please complete the 2020 Leadership Learning Lab application form and return to your Community Foundation partner by **January 31**:

Mt. Pleasant Area
Community Foundation
Amanda Schafer
aschafer@mpacf.org
(989) 773-7322

Cadillac Area
Community Foundation
Doreen Lanc
d.lanc@cadillacfoundation.org
(231) 775-9911

Understanding Your Leadership Style

The Leadership Learning Lab will begin by having you explore your current leadership style and the styles of the other members of the cohort. You will use the DiSC assessment to understand your leadership style in the workplace and explore how this guides your interactions with staff, funders, volunteers and community members. You will learn how to improve communication by adapting to the needs of those with different DiSC styles.

Time Management

Do you feel like you never have enough time for what is important? Are you overcommitted and overwhelmed by everything on your plate? Do you wish you had more time to focus on learning, collaboration and your long-term goals? In this session, you will explore your relationship with time, understand common time management myths and gain new tools to help you address your most pervasive time management challenges.

Introduction to Adaptive Leadership

What is adaptive leadership and why is it critical for meeting the challenges of today and tomorrow? Problems in the nonprofit sector are increasingly complicated and complex, and require a new type of leader to address them. In this session, you will begin to gain an understanding of the mindsets and tools necessary for becoming an adaptive leader and explore how to use adaptive leadership to facilitate positive change.

Storytelling, Board Development and Fund Development

Mission-driven storytelling, board development and fund development are common challenges for all nonprofit organizations. Based on your input in a pre-program survey, the Program Design Team will help address the needs of your cohort in each of these content areas. We will help you build concrete skills and practice applying these skills with an adaptive leadership mindset. Topics include the development of your core narrative, storytelling with impact, board recruitment, roles and responsibilities, board performance and fundraising, developing a case for support, gift tables, donor-centric fundraising and more.

Adaptive Leadership II

You will take your adaptive leadership skills to the next level and learn how to increase your confidence as a leader in this session. Exploring common challenges, you will learn how to better understand the situations, identify your role and intervene skillfully. You will also practice coaching skills and gain tools to assist with difficult conversations.

Bringing it all Together and Setting Goals for the Future

Our last learning session will walk you through a process to identify your core values, to align your work with your values, to bring together everything you have learned in the Leadership Learning Lab and to set SMART goals to carry you forward. You will also have an opportunity to co-design the future of the program in 2020 and beyond.

Program Design Team



Lucille Chrisman is a Certified Executive Coach and consultant with over 30 years of experience working with leaders, management teams and organizations to help them gain clarity, focus and action in reaching personal and professional goals.

Prior to her work as an Executive Coach, Lucille held positions as the Vice President of Public Affairs and Executive Director of Development at Saginaw Valley State University, the Associate Director of Philanthropy for The Nature Conservancy and Corporate Trainer at the American Management Association. She has also been full-time faculty at CMU and SVSU.

Lucille is a certified coach from The Coaches Training Institute and is a member of the International Coaching Federation. She holds a Master of Arts from Central Michigan University and a Bachelor of Arts from Northern Michigan University.



Colleen Masterson-Bzdok is the Director of Capacity Building and Operations for Rotary Charities and the program coordinator for the Leadership Learning Lab.

Colleen began her career as a research scientist and progressed into leadership roles in education and nonprofit management. She has over 15 years of experience working with area nonprofits as a staff member, board member, volunteer and consultant.

Working in the nonprofit sector with a focus on environment and education, Colleen led professional development opportunities for teachers, volunteers and environmental professionals as the Education Director at Inland Seas Education Association, the Education Coordinator at NMC's Great Lakes Water Studies Institute and the Education Director at the Grand Traverse Conservation District. She also served as an Adjunct Faculty member at Northwestern Michigan College and Central Michigan University.

Colleen holds a Bachelor of Science in Biology and Great Lakes Studies from the University of Windsor, a Bachelor of Education in Biology and Chemistry from the University of Western Ontario and a Master of Science in Environmental Geosciences from Michigan State University.



Christie Perdue has more than 15 years of development and nonprofit experience and has worked with a variety of nonprofits to strengthen their fundraising, marketing, and strategic planning initiatives.

Most recently, Christie was the campaign lead for Otsego Memorial Hospital's \$3.6 million-dollar capital campaign and has spent the last 10 years developing thriving and sustainable fundraising and marketing programs at the hospital in her role as Foundation and Marketing Director. Prior to working with Otsego Memorial Hospital, Christie was the Director of Community Relations at the Grand Traverse Regional Community Foundation.

Christie holds a master's degree from Central Michigan University and received her undergraduate degree from the University of Michigan. She has a graduate certificate in Nonprofit Management from Lawrence Technological University and a Certificate in Fundraising Management from the Lilly School of Philanthropy at Indiana University. Christie became a Certified Fundraising Executive (CFRE) in 2008 and is a member of the Gaylord Rotary Club. She currently serves as a board member for the Otsego County Sportsplex.



Julie Ann Rivers-Cochran has worked for over eighteen years in the nonprofit sector, most recently serving as the Senior Advisor to the CEO/President of the Florida Coalition Against Domestic Violence (FCADV). At FCADV she worked closely with Florida's 42 certified domestic violence programs to ensure optimal service provision based on the diverse needs of each local community. She also supported each center's Chief Executive Officers and Board of Directors with training, technical assistance, and capacity building on issues such as governance; board recruitment; mission-driven program and policy development; and, grant acquisition and management.

Julie Ann recently founded Blackbird Nonprofit Consulting where she is focusing on her passion of working with boards to help them understand their governance role and build engagement. Julie Ann holds an Executive Certificate in Transformational Nonprofit Leadership from Notre Dame University and a Master's in Social Work from Florida State University.



Mark VanderKlipp Everyone tells stories. As the basis of human connection, they inspire, educate, entertain and spur individuals to action. And the best stories, the ones we tell over and over, contain a basic structure on which we build the narrative. Doing this well requires design thinking: to bring clarity from complexity, considerate of the audience receiving the message.

An experience and systems designer, Mark has been working in human-centered design for over 30 years. He previously spent 13 years as president of a world class environmental graphic design firm, where he was the lead strategist for diverse healthcare, higher education, civic, corporate, trails and tourism institutions throughout North America. He also served 8 years in leadership roles on the boards of two international design business organizations. He is a founding partner of Chicago-based Connect_CX, an experience design firm.

Since July 2016, Mark has worked as a consultant with Rotary Charities, where he has led several systems practice learning cohorts. He has served as a strategic design resource to non-profits working to impact youth homelessness, substance abuse, environmental stewardship, sustainable energy, Great Lakes biosecurity, Farm to School programs and community advocacy.

Testimonials

"These classes have been amazing and life-changing for me." "Phenomenal!"

"Incredibly powerful and a great use of my time! I look forward to attending each month!"

"The Leadership Learning Lab is a unique, impactful experience that has exceeded my expectations by far. This is a professional development opportunity unlike anything else I've experienced in my career. The LLL has already proven more beneficial for myself, my organization, and my community than any other training I've ever participated in. I highly recommend it!"

"The Leadership Learning Lab program has helped me gain greater self-awareness as a leader. It also helped define the challenges of a nonprofit, which clarified what the next steps are for me as an executive director."

"The Leadership Learning Lab experience has been incredibly valuable in giving me the tools and confidence I need to become an emerging leader in my organization. Having built-in opportunities to explore content in a classroom setting and then apply it in my day to day have made this a truly immersive experience. The opportunity to learn and share with peers has allowed me to build relationships that I am certain will last beyond the eight sessions."

"I have learned a great deal that is helping to improve the effectiveness of our Board, improve staff productivity, and improve professional and personal relationships. I especially appreciate the practical tools that we receive and the opportunity to practice and discuss with peers. This is proving to be a very valuable experience."