

Overview: Launched in 2015, the Center for Advancement Training is the in-house training program exclusive to Division of Philanthropy staff, underscoring our commitment to ongoing learning and engagement opportunities

Cultural Statement

- Expand **collaboration** within the Division, across the Institute, and with our peer institutions
- Create **opportunities** to share knowledge and support of current and future leaders
- Underscore the importance of skill-based training and the Division of Philanthropy's responsibility to add value in each role in order to achieve our goals
- Deepen our employee **engagement** through programs that address career development and personal growth

Fiscal Year 20 Highlights

94 program offerings

96% participation rate across the Division of Philanthropy

82 Philanthropy staff presenters

Curriculum Snapshot

Center programming aligns with the Division's focus on Culture, Constituents, and Campaign in addition to targeting managerial and functional areas. Content is determined based on areas of need expressed by senior leadership, managers, and staff. Our professional development team creates programs in response to trends in the marketplace facing entry-level to seasoned professionals in addition to needs assessments and staff survey feedback.

Offerings include:

- Division Initiatives
 - *Focused on increasing Institutional and Division knowledge, includes a Cancer 101 series and monthly all-staff meetings*
- Fellowship and Shadow Programs
- Foundations/Bridge/LEAD
 - *Cohort-based programs focused on skill-building and long-term professional growth*
- Inclusion, Diversity, and Equity (ID&E) sessions
 - *In collaboration with the Division's ID&E Council and Institute ID&E Office*
- Philanthropy Essentials
 - *Focused on developing the Division's base fundraising knowledge, regardless of role, guided by the principle that all Division staff are fundraisers*

"I found it so interesting to note the many tiers of values I had (e.g. work relationship values, intrinsic values, etc.). I had an important revelation that some of my personal values differed from my career values. Overall, I found it so helpful to take a critical look at myself to discover what I need to prioritize as I move forward in my career."

- Staff testimonial following a session on career values