



Center for
Nonprofit
Management



Cedars
Sinai

Early Careerist Training Program

*Session 1: Leadership Development in a Nonprofit
Organizational Context*

June 27, 2024

Agenda

Welcome and Introductions

Connection Activity: Getting to Know Your Cohort

Leadership Styles and Dynamics

Characteristics of Effective Nonprofit Leaders

Adapting Leadership to Nonprofit Organizational Contexts

Upcoming Sessions

Final Reflections





Welcome

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(She/Her)

Associate Program Officer, Civic Engagement
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Session 1 - Facilitator

Sandra J. Hill-Glover, Ed.D., MSW
(She/Her)

**Vice President, Learning & Innovation
Center for Nonprofit Management**

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Group Agreements

Be present

**Participate –
interaction**

Step up/back

**Listen without
judgement**

**Share the
message, not the
messenger**

**Talk from your
experience**

**Be open to new
ideas**

**Learn from each
other**

**Be respectful
with electronics**

Meet Your Cohort

1) First, in groups of 2 or 3, introduce yourselves and share the following information:

- Name and Pronouns
- Your organization, role, and how long you've been at your org and in role.
- What you hope to gain from the Early Careerist Program.

2) Next, select the following prompt(s), and then share, listen, and discuss.

- What life stories have informed your leadership narrative?
- Share a memorable leadership experience.
- What leadership qualities or traits do you aspire to have/continue growing in?

A Nonprofit Context: Setting the Stage

(Nonprofits) give shape to our boldest dreams, highest ideals, and noblest causes. America's 1.3 million charitable nonprofits feed, heal, shelter, educate, inspire, enlighten, and nurture people of every age, gender, race, and socioeconomic status, from coast to coast, border to border, and beyond. They foster civic engagement and leadership, drive economic growth, and strengthen the fabric of our communities.

Every single day.

The Nonprofit Business Model

- 501(c)3 IRS Tax Designation
- Impact/Public Benefit
- Program/Service Delivery Model
- Board Represents the Public Interest
- Integrity/Transparency
- Finance/Budgeting
- Fund Development
- Strategic Planning
- Operations/Technology
- HR/Payroll
- Communication/Marketing
- **Volunteerism/Community Building**



Group Activity – Mission Expression

Think about and Share in Groups of 2-3:

- How do you explain your organization?
 - Max 2 sentences
- What impact does your organization have?
 - Mission Expression





Leadership Dynamics & Styles

Common Leadership Styles



Characteristics of Effective Nonprofit Leaders

Questions to Consider...



1. What character traits do you value most in a leader? Why?
2. What characteristics do you most want to emulate as a leader? Why?

Authentic Leadership



Professor Herminia Ibarra

Charles Handy Chair in Organisational Behaviour;
Professor of Organisational Behaviour, London Business School

Upcoming Sessions

Date	Session Topic
Aug 1	Effective Communication: Leading with Trauma-Informed Practices and Resilience
Aug 22	Venturing Beyond: Innovating Funding Solutions
Sept 12	Strategic Insight: Planning and Evaluating Programs for Effective Decision-Making
Oct 17	Voice Amplified: Advocating for Change in Diverse Communities
Nov 7	Brand Storytelling: Crafting Compelling Narratives for Social Impact
Dec 5	Navigating Your Path: Career Growth, Planning, and Graduation

Final Reflections

Grounding Exercise

Give yourself 3 minutes to reflect.

- What were today's highlights?
- What gets me excited? What concerns me?
- Is there something I will continue to reflect on?





Questions?

Please complete our seminar evaluation

Seminar name: Cedars-Sinai, Early Careerist Cohort, Session One

Training Date: June 27, 2024

Main Instructor: Sandra Hill-Glover

