



# **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

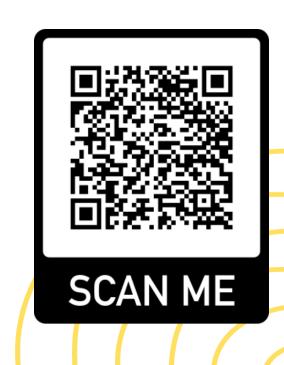
Adapting Leadership to Nonprofit Organizational Contexts

**Upcoming Sessions** 

**Final Reflections** 









# Welcome

Qiana Montazeri (She/Her)

**Associate Program Officer, Civic Engagement Cedars Sinai** 

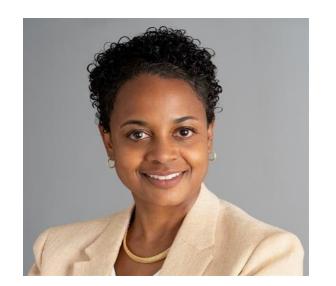
Qiana.Montazeri@cshs.org

#### **Session 1 - Facilitator**

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

Vice President, Learning & Innovation Center for Nonprofit Management

shillglover@cnmsocal.org









# **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**







Hierarchical

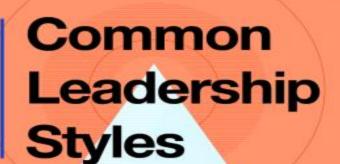
and duty-focused

Transactional

Performance-focused











(7)

Pacesetter Helpful and motivational



Democratic Supportive and innovative



## **Characteristics of Effective Nonprofit Leaders**





#### **Questions to Consider...**

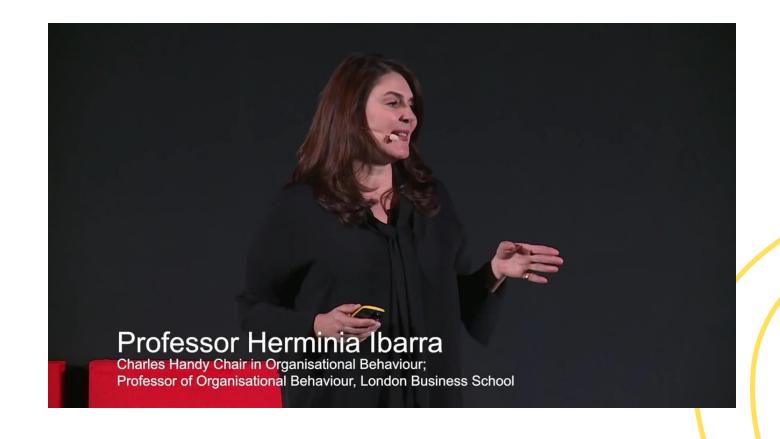


- 1. What character traits do you value most in a leader? Why?
- 2. What characteristics do you most want to emulate as a leader? Why?





## **Authentic Leadership**







# **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



