Effective Leadership, Successful Fundraising

After completion of this course, the participant will:

1) Internalize the personal traits necessary for effective leadership - especially how power, authority, and humility need to be understood and applied;
2) Recognize how the traits of a successful fundraiser translate into the qualities of an effective leader and how the application of leadership is distinct from management;
3) Understand how to recruit the right people to the team and then guide, correct, and encourage their collective efforts as an in-group, transformational leader;
4) Learn how to become an innovative leader who crafts and communicates a compelling vision, listens and responds to disagreement and resistance, and oversees responsive initiatives in the philanthropic sector; and
5) Identify and address ethical challenges associated with effective leadership.

DAY 1

8:30am: Participant Introductions & Expectations
  Course Objectives
  Philanthropy – Development – Fundraising – Leadership
  Leadership v. Management
  Fundraising Traits = Leadership qualities

10:00am: Break

10:15: Humility, Power, and Authority

Noon: Lunch
  One-on-one sessions with faculty

1:15pm: Recruiting the Right People to Your Team
  Hiring Staff Members

3:00pm: Break

3:15pm: Recruiting the Right People to Your Team
  Celebrating Success & Correcting Underperformance
  Terminating Employment

4:45pm: Summarize and Conclude

5:00 – 6:00pm: One-on-one sessions with faculty
Day 2

8:30am: Review Day One
The Four Roles of the Nonprofit Leader
Crafting a Compelling Vision
Transformational Leadership – Leading to the Vision

10:00am: Break

10:15am: Transformational v. Transactional Leadership
Are You a Transformational Leader?
Change Agent: Leading Up
Change Agent: In-Group Leadership

Noon: Lunch
One-on-one meetings with faculty

1:15pm: Coaching: Authentic Leadership
Coaching: Implementation of a Culture of Discipline
Team Chemistry
Listening to and Addressing Disagreement and Resistance

3:00pm: Break

3:15pm: Continuous Improvement
Leading the Innovation Process

4:45pm: Summarize and Conclude

5:00 – 6:00pm: One-on-one meetings with faculty
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Day 3

8:30m: Review of First Two Days
Consensus Has Its Limits: Knowing When to Say “No”
Dealing with the Unexpected

10:00am: Break

10:15m: Crisis Leadership
The Leader Shows Up

Noon: Lunch
One-on-one meetings with faculty

1:15pm: Leadership Ethics

3:00pm: Break

3:15pm: Leading with Urgency
Case Study (Newfields: Innovative Vision or Wayward Mission Drift?)
Review & Apply Course Materials & Develop List of Action Steps
Final Reflections

5:00pm: Adjourn

5:00 – 6:00pm: One-on-one meetings with faculty