
**BUILDING THE NEXT GENERATION OF
NON-PROFIT LEADERSHIP IN CONNECTICUT**

**A Directory of Community-Based
Leadership Training Opportunities
in the State of Connecticut**

**A Product of Connecticut Association for Nonprofits
Compiled by
Leadership Greater Hartford
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Connecticut Leadership Opportunities

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**LEADERSHIP OPPORTUNITIES
IN
CENTRAL CONNECTICUT**

Central Connecticut State University
The Leadership Program

New Britain, CT

P: 860.832.0700

lorenzettith@ccsu.edu

www.ccsu.edu/itbd

A center of the Institute of Technology and Business Development (ITBD) and outreach function of Central Connecticut State University, The Training Center (TTC) provides affordable, current and advanced technology based skill development to businesses, manufacturers and industries in Connecticut. Training periods are flexible, held either on site or at the Institute. They are customized to meet the needs of Connecticut organizations and its employees and are designed to provide process and productivity improvement. Whenever possible, networks are developed to enhance the access to training and provide visionary collaboration.

The TTC has provided a wide range of long-term quality training programs and computer training to a number of companies and government agencies in Connecticut. Over 40 companies have improved their manufacturing processes with their expert Lean Training and Implementations.

Programs offered by TTC fall under the broad categories of Technical, Human Resources, Quality, and Lean Enterprise/Six Sigma. The Training Center also has the capability to develop specialized training and consulting programs to fit the individual needs of the client, in any discipline. The Training Center can assist the customer with every aspect of the training process including: initial needs assessment, specialized curriculum development, course delivery, evaluation, on-site faculty consultation and tuition assistance.

Customized from the offerings listed:

Leading the Organization; Organizational Development and Change Management; Developing Leadership Presence; Performance Management; Developing Your Organization; Personal Management; Improving Customer Responsiveness; Senior Manager's Role in Process Improvement

Classes meet on site or at the Institute. Sessions are customizable and typically run 40 hours.

Audience: Middle and Upper Management

Eligibility: Businesses, manufacturers and industries in Connecticut

Frequency: Upon request

Fee: \$10,000

Scholarship: Some funding available for Manufacturers through SBA

**LEADERSHIP OPPORTUNITIES
IN
FAIRFIELD COUNTY**

**The Bridgeport Regional Business Council
Leadership Greater Bridgeport**

Bridgeport, CT

P: 203.335.3800

labella@brbc.org

Each year since its inception in 1990, Leadership Greater Bridgeport has completed the cycle of recruiting approximately 30 appropriate participants from amongst the employees of BRBC members, refreshing and delivering the ten-month program, and then charging those who meet program goals to serve the wider community in new ways.

Topics covered include education, environment, public safety, culture & entertainment, and health & human services. Visits to key locations and presentations by key activists in the topic are included in the plan for the day. The curriculum is designed to provide participants with personal and professional growth leading to increased effectiveness in community, work and personal life endeavors.

Once a month, class members meet for a full day of in-class instruction at a location that is applicable to the topic. Additionally, class members participate in the creation of a group community project that runs the course of the program.

Audience: Employees of Bridgeport Regional Business Council members

Eligibility: Those with demonstrated leadership skills and an interest in learning more can be nominated by a graduate of the leadership program or a member of the business council. Applicants cannot nominate themselves. The recommender submits an application, which is reviewed followed by an interview with the applicant.

Frequency: Annually - August through June

Fee: \$1500 for for-profit; \$750 for non-profit

Scholarships: No

Business Council of Fairfield County
Leadership Fairfield County
Stamford, CT
P: 203-359-3220
bschenkel@businessfairfield.com

The Leadership Fairfield County program provides meaningful opportunities for promising corporate and community leaders to meet regional leaders and discuss the challenges that affect Fairfield County's communities. Its goal is to provide a new generation of private sector leaders with a unique opportunity to better understand Fairfield County and to take a more active role in shaping the region's future. Sessions cover topics such as: state & local government, economic development, transportation, health & human services, the environment, education, crime & criminal justice, and the media.

The Program includes an evening orientation session, eight all day sessions, and a half-day recap session. When possible, sessions are held at subject-appropriate locations.

Eligibility: Candidates must be nominated. Candidates should be selected according to their leadership potential, their desire to learn more about the region, and their interest in community service roles. The nomination form is available in the current brochure. Each class is limited to 28 individuals in order to maximize individual participation.

Frequency: Annually - March through December

Fee: \$2,875/person for corporate participants; \$1500/person for non-profit and government sectors

Executive Forum of Western Connecticut State University

Danbury, CT

P: 203-837-8408

ivryp@wcsu.edu

www.executiveforumwcsu.org

The Executive Forum of Western Connecticut State University is a partnership between the University and the private non-profit human service sector. The Executive Forum is itself a collaboration, joining together faculty from the Department of Social Work (School of Professional Studies) and the Management Department (Ansell School of Business). This joint venture, with the University serving as a conduit, identifies and makes accessible expertise, resources, supports, and other mechanisms for capacity building in the non-profit sector.

The EF organizes its activities into five key roles:

Educator – by offering workshops, presentations, think tanks and discussions

Convener – by convening ad hoc groups on specific topics or by creating specific groupings, the Executive Forum draws attention to issues cutting across private, public, and governmental domains (e.g. affordable housing)

Networker/Broker – by enabling executive directors to meet with one another both formally and informally to exchange experiences, concerns and suggestions. The Executive Forum is a safe harbor for harried executive directors looking for mutual support. The Forum also connects disparate parties with common interests (e.g. “Dialogs with Funders”).

Advocate – by sponsoring meetings with elected officials at the local, regional, and state levels and with funders, the EF helps executive directors identify and advocate for issues affecting the non-profit sector (e.g. depressed salaries of executive directors).

Academician – by contributing to academic and professional enhancement of non-profit management, offering courses on non-profit management, and presenting papers at professional conferences.

Programs generally run from 4 to 20 hours and meet on the campus of WCSU.

Audience: Nonprofit executives interested in developing their leadership skills and inspiring the next generation of leaders

Eligibility: Depends on the event - some are open to the public, while others are open to executives and board members only

Frequency: Annually - September through May

Fee: Varies - based on program. An organizational membership for Executive Forum is \$100. Members receive free or reduced rates for all functions, in addition to mailings and other privileges.

**Greater Danbury Chamber of Commerce
Leadership Danbury**

Danbury, CT

203-743-5565

info@danburychamber.com

www.danburychamber.com

Leadership Danbury is a special program designed to more fully develop our region's local leadership potential. Using a proven format and learning process, the purposes and objectives of the program are to: seek out potential future community leaders and help prepare them for positions of community responsibility; acquaint these individuals with the community significant processes, programs, problems and potential; provide a forum for potential future and business leaders to meet current community leaders to learn about the opportunities for serious involvement in the community; improve understanding of the various economic, social and political forces impacting our regional community and to better prepare potential community leaders for the challenges of the future; provide a network of new community talent available for service on community public and private boards, commissions, agencies, organizations and associations; educate and counsel potential community leaders concerning the skills essential for effective community service and leadership; and encourage the placement of program graduates in key community leadership positions.

Meetings occur once a month for one full day over the course of nine months.

Audience: Business people, nonprofit professionals and government officials

Eligibility: Members of the Chamber

Frequency: Annually - January through September

Fee: \$900

Scholarship: Yes, for nonprofits, government officials, fire and police

Greater Norwalk Chamber of Commerce

Norwalk Leadership Institute

Norwalk, CT

P: 203-866-2521

bgriffin@norwalkchamberofcommerce.com

Since 1981, the Norwalk Leadership Institute of the Greater Norwalk Chamber of Commerce has graduated nearly 450 participants, providing motivated and informed individuals prepared to assume leadership and management positions in business, local organizations, government, and the community at large.

This program, consisting of nine sessions over a nine-week period, seeks to instruct and educate participants concerning current and future needs and opportunities within the community, the examination of social and economic changes, and the creation and implementation of creative ideas and effective solutions. The program also focuses on enhancing communication skills, problem-solving techniques, and forging beneficial partnerships. Lastly, the program seeks to motivate its participants to assume active leadership roles within the local community.

Classes meet at locations throughout Norwalk for nine weeks. Total program is about 30 hours.

Audience: Potential leaders in business and community

Eligibility: Open to all, although members of the Chamber of Commerce have an admission advantage

Frequency: Annually - October through November

Fee: \$700

Scholarship: Yes, through local corporations

Public Allies Connecticut

P: 203-579-2727

www.publicallies.org/connecticut

Connecticut@publicallies.org

Public Allies' mission is to advance diverse young leaders to strengthen communities, nonprofits, and civic participation. The work of Public Allies is based on five (5) primary core values: collaboration; diversity/inclusion; community participation; integrity/accountability; and continuous learning.

Public Allies recruits promising young leaders from Connecticut's diverse communities. The Allies (young leaders, ages 18-30) work four days a week for ten months at nonprofit organizations where they are responsible for projects with direct and measurable community impacts. One day each week, Allies come together for leadership training and reflection on their service and also to work as teams on service projects they design and carry out over the ten months.

Allies participate in weekly leadership development trainings ranging from: history of non-profits; time management; diversity, power and privilege, leadership styles, community mapping and much more.

This full-time ten-month apprenticeship begins in September and concludes at the end of June. It is a statewide program with Allies working in the Greater Bridgeport, New Haven and Hartford communities.

Audience: Public Allies serves young leaders, ages 18-30, and nonprofit community-based organizations in the Greater Bridgeport, New Haven and Hartford areas.

Eligibility: Young adults ages 18-30, who have at least a high school diploma or GED and have a passion for community service and/or working in nonprofits.

Frequency: Annually, September through June

Fee: None

**LEADERSHIP OPPORTUNITIES
IN
GREATER HARTFORD**

**Hartford Foundation for Public Giving
Nonprofit Support Program, Executive Management Institute**

Hartford, CT

P: 860-548-1888x1047

mshulman@hfpg.org

www.hfpg.org/nsp

This special 10-session program (limited to nonprofits located in the Hartford Foundation's 29-town region) provides a comprehensive overview of nonprofit management and board issues relevant to the executive director's leadership role. Executive Directors will gain specific skills and knowledge to deal with management challenges due to changing conditions in the nonprofit sector, and will have the opportunity to develop a network of peers with whom to learn and share ideas.

Audience: Executive Directors of nonprofits located in the Hartford Foundation's 29-town region.

Eligibility: Executive Directors must speak with Nonprofit Support Program staff to request an application.

Frequency: Offered approximately every one to two years.

Fee: None

**Hartford Foundation for Public Giving
Nonprofit Support Program, Executive Transition Program**

Hartford, CT

P: 860-548-1888x1047

mshulman@hfpg.org

www.hfpg.org/nsp

Executive Transition Grants are available to help nonprofits located in the Hartford Foundation's 29-town region to manage the transition process from the departure of the current executive director to the successful launch of the new leader. A trained pool of consultants can assist agencies with transition assessment and planning; executive transition and search services; interim executive director referral; transition management coaching for new executive director, senior staff, and board; and succession planning.

Audience: Nonprofits located in the Hartford Foundation's 29-town region.

Eligibility: Agencies must speak with Nonprofit Support Program staff to request an application.

Frequency: Applications are processed on a rolling basis

Fee: None

Leadership Greater Hartford

Quest

Hartford, CT

P: 860-951-6161x22

wanda.correa@leadershipgh.org

www.leadershipgh.org/new/quest.html

The thirty year old signature program, Quest engages 40-50 area professionals each year from all sectors of the community to learn the skills of collaboration and problem solving in diverse teams. Middle and senior level managers from corporate, small business, government and non-profit settings also learn about one another and the Greater Hartford community. Upon graduation from this eleven month program, they become integral members of the LGH community leadership network, by far the largest and most active in the region.

Participants are expected to think creatively, act collaboratively and to take purposeful risks in response to challenges. At the same time, the class breaks into "quests" that work on real world projects of their own choosing.

Those selected for the Quest program must be ready to invest 15 hours each month to learn, grow and contribute as community-minded leaders. Class is limited to approximately 50 people.

Audience: Those interested in an exploration of leadership and community building

Eligibility: Every September, program graduates and sponsoring corporations nominate prospective members, who are invited to submit applications and to attend orientation events. Half of the participants come from the business community and the others from government, academia, and the non-profit sector.

Frequency: Annually - program begins in January and runs eleven months

Fee: \$750 - \$1,800 per non-profit representative plus \$300 personal commitment

Scholarship: Available for those in need

**Leadership Greater Hartford
American Leadership Forum**

Hartford, CT

860-951-6161x15

rita.ortiz@leadershipgh.org

<http://www.leadershipgh.org/new/alf.html>

Each year, twenty to twenty-five men and women -- proven leaders from all sectors -- are selected within the community to participate in an advanced leadership training program. The program year begins with an orientation, followed by a weeklong wilderness experience in which each class faces multiple challenges.

Upon returning from the "wilderness", class members take part in a series of monthly seminars covering emerging themes in leadership and taught by top-flight trainers. The program also includes a "leadership in action" initiative in which the class defines an urgent public policy issue and determines how it should be addressed regionally.

Each year 200 Senior Fellows - graduates of the one-year program - are added to a network of over 1700 Senior Fellows nationwide. These men and women are ready to support one another's causes, whether in their original chapters or in new communities to which their professional and personal lives have led them. Every chapter offers programs and activities to sustain ALF teachings and to support the growing network of Senior Fellows in that community. In addition, ALF chapter websites provide tools to help Senior Fellows stay in touch and work together for the common good.

The sessions allow leaders from diverse backgrounds to strengthen leadership skills, to focus on collaborative methods to resolve problems, and to discuss ethics and its practical application to real life issues. The main goal is to establish an interconnected-ness among leaders who can then join forces and address challenges facing the Hartford community.

The program is comprised of monthly seminars, a wilderness experience and a community project. Class limited to 25.

Audience: Established leaders with a significant sphere of influence, wanting to initiate change through a broader network

Eligibility: Nomination process

Frequency: Annually - program begins in June and runs one year

Fee: \$2,500 - \$5,750 per non-profit representative (depending on size of agency budget), plus \$500 personal commitment

**Leadership Greater Hartford
Executive Orientation Program**

Hartford, CT

P: 860-951-6161x18

katy.bannister@leadershipgh.org

www.leadershipgh.org/new/eop.html

Twice a year, once in the spring and again in the fall, LGH conducts the Executive Orientation Program. This effort, mostly targeted at relocated executives looking to get the lay of the land in their new community, introduces participants to the people, places and possibilities of Greater Hartford. Limited to no more than two dozen at a time, participants meet with other newly arrived execs and with established community and business leaders in friendly, interesting settings over five weeks. During each of the weekly four-hour sessions, the EOP helps participants feel grounded and very pleased to have moved to such a wonderful place. A great retention strategy!

Participants meet for five weeks, one 4-hour day per week. Limited to 24 people.

Audience: Executives interested in knowing more about Hartford's community

Frequency: Twice a year - spring and fall

Fee: \$475 - \$950 per non-profit representative, depending on size of organization

**Leadership Greater Hartford
On-Track Hartford**

Hartford, CT

P: 860-951-6161x13

doe.hentschel@leadershipgh.org

www.leadershipgh.org/new/programservices.html

This five-session program engages interns in the civic, cultural and social opportunities in Greater Hartford and enriches their intern experience. The program includes tours of downtown Hartford as well as outlying areas, a day of personal challenge and team building at Riverside Park, a community service project, and leadership development through self-assessment and exercises that connect them to leadership role models.

Four workshops are full-day experiences including continental breakfast and lunch, and the closing half-day workshop includes a celebratory lunch to which supervisors are invited.

This program enables supervisors to invest in high potential interns and lay the groundwork for their future in Hartford.

Frequency: Annually, in September

Fee: \$750 per participant, which includes one-year LGH membership

Leadership Greater Hartford

Lunch-n-Tour

Hartford, CT

P: 860-951-6161x13

doe.hentschel@leadershipgh.org

www.leadershipgh.org/new/programservices.html

This quick introduction to Hartford features a 90-minute drive-about in a small tour bus (limited to 22 passengers) with 2-3 stops at spots of particular interest (e.g., Colt Gateway, Mark Twain House, Real Art Ways, etc.) and lunch at one of Hartford's eateries particularly popular with young professionals. The goals are to provide an overview pointing out many things to do in the city and a framework for understanding the construction projects and their eventual outcome, and plant the seeds that Hartford is a place where they would want to begin their careers.

Participants meet for one day, 90 minutes, 11:00am-1:30pm.

Audience: Young professionals

Fee: \$1500 per group of up to 20 participants - plus cost of lunch

Leadership Greater Hartford

After Hours Tour

Hartford, CT

P: 860-951-6161x13

doe.hentschel@leadershipgh.org

www.leadershipgh.org/new/programservices.html

Similar to Lunch-n-Tour, this introduction to Hartford features a 90 minute drive-about and concludes with a "happy hour" at a popular spot in the entertainment district. Happy hour includes appetizers and one drink (ID's required).

Participants meet for one day, 90 minutes, 4:00pm-6:30pm.

Audience: Young professionals

**Leadership Greater Hartford
Hartford Encounter**

Hartford, CT

P: 860-951-6161x13

doe.hentschel@leadershipgh.org

www.leadershipgh.org/new/programservices.html

A more extensive introduction to Hartford than Lunch-n-Tour, this 3-hour tour features a walking tour of the downtown arts district as well as visits to outlying highlights (e.g., Charter Oak Cultural Center, Real Art Ways, Elizabeth Park, Mark Twain House, etc.). The Hartford Encounter can be scheduled in the morning (8:30-11:30) or afternoon (1:30-4:30), and does not include a meal.

Limited to 40 participants

Fee: \$2,000 per group

**Leadership Greater Hartford
Customized Leadership Programs**

Hartford, CT

P: 860-951-6161x13

doe.hentschel@leadershipgh.org

www.leadershipgh.org/new/programservices.html

LGH Members and others in the community are invited to participate in various leadership training workshops and presentations sponsored during the course of the year. Workshops can also be customized to take place in workplace settings.

Content/subject matter includes, but is not limited to: leadership development primarily based on the Kouzes and Posner model, and using the Leadership Practices Inventory; Enneagram Personality Assessment, primarily using the Enneagram Technology model and materials developed by LifeWorx Associates; group dynamics and team building; group process and group facilitation skills; communication skills, including listening skills and presentation skills; diversity training; conflict management and resolution; and conducting effective meetings.

Location and times of program are negotiable.

Fee: \$1,200 for a one-day workshop with one trainer. Fee is negotiable and dependent on program developed.

Public Allies Connecticut

P: 203-579-2727

www.publicallies.org/connecticut

Connecticut@publicallies.org

Public Allies' mission is to advance diverse young leaders to strengthen communities, nonprofits, and civic participation. The work of Public Allies is based on five (5) primary core values: collaboration; diversity/inclusion; community participation; integrity/accountability; and continuous learning.

Public Allies recruits promising young leaders from Connecticut's diverse communities. The Allies (young leaders, ages 18-30) work four days a week for ten months at nonprofit organizations where they are responsible for projects with direct and measurable community impacts. One day each week, Allies come together for leadership training and reflection on their service and also to work as teams on service projects they design and carry out over the ten months.

Allies participate in weekly leadership development trainings ranging from: history of non-profits; time management; diversity, power and privilege, leadership styles, community mapping and much more.

This full-time ten-month apprenticeship begins in September and concludes at the end of June. It is a statewide program with Allies working in the Greater Bridgeport, New Haven and Hartford communities.

Audience: Public Allies serves young leaders, ages 18-30, and nonprofit community-based organizations in the Greater Bridgeport, New Haven and Hartford areas.

Eligibility: Young adults ages 18-30, who have at least a high school diploma or GED and have a passion for community service and/or working in nonprofits.

Frequency: Annually, September through June

Fee: None

Trinity College
Director Training Program

Hartford, CT

P: 860-297-4275

alta.lash@mail.trincoll.edu

www.trincoll.edu/depts/tcn/Education_Outreach.htm

This program is offered to those interested in developing careers as managers and directors. The instructors for this program are primarily drawn from the administrative staff and faculty of Trinity College, and provide instruction in fund-raising, budget management, worker supervision, and collaborating with boards of directors.

This program covers:

Writing Skills and Public Speaking- Topics will include grant writing, proposal writing, preparing job descriptions, performance evaluation, and writing tactics. Students will be required to prepare a grant proposal including a budget and give an oral presentation of their proposal.

Human Resources - Topics will include preparation of job descriptions, rules of hiring and firing, interviewing skills, performance evaluations, employee discipline and counseling, state and federal regulations (including labor laws, worker's compensation, sexual harassment regulations and training, and affirmative action requirements) and record retention.

Finance and Reporting - Topics will include developing an annual budget, rules for 501(c)(3) organizations, preparing tax reports, audits and how to prepare for them, and bookkeeping.

Professional Development - Topics will include developing grant proposals, working with your board, marketing your organization and representing your organization in social situations.

Classes are held on the campus of Trinity College, weekly, four hours per day, Thursday mornings 8:30-12:30pm. Limited to 12 students.

Audience: Mid-level nonprofit professionals interested in best practices and emerging trends in nonprofit management

Eligibility: The applicant should have an interest in developing their career in the direction of a Program Director

Frequency: Annually - October through February

Fee: \$200

Scholarship: Yes

Windham Chamber of Commerce
STRETCH- Windham Region Community Leadership Program

Willimantic, CT

P: 860-423-6389

roger@windhamchamber.com

The goal of this program is to meet the needs of the communities in the Windham Region by preparing emerging and prospective leaders to become policy makers, change agents, program developers and project managers in government, education and voluntary organizations.

The group will develop one or more beneficial projects related to a theme.

Key outcomes will be learning to build working partnerships, developing the ability to get things done in a challenging, ever-changing environment, and establishing important relationships and contacts.

While not required, it is hoped that participants in the program will subsequently become actively involved in their local communities to contribute to improving the economic health and vitality of their area.

The curriculum is based on a highly respected leadership model developed by Jim Kouzes (former CEO of the Tom Peters Group) and Barry Posner (Dean of Business at Santa Clara University). Among their many books, *The Leadership Challenge* (second edition, 2002) describes this model, how it was developed, and the leadership practices found to be consistent with effective leadership in all settings. Program participants will learn the five practices and will complete a self-assessment to learn which of these practices they most frequently employ and which ones they might choose to develop more fully.

Classes meet monthly for half-day sessions throughout the duration of the 6-month program. Participants are expected to average 15 hours/week. Meetings are held at locations selected for relevance to the theme and to the project(s) being developed by the team(s).

An orientation session will be planned involving individuals who have participated in other leadership programs. In January, an overnight weekend retreat is held to kick off the program. The retreat will include development of the theme concept, dinner, and team-building exercises.

Eligibility: Windham employer nomination. Private and public sector employers as well as municipalities are encouraged to send participants.

Frequency: Annually – January through June

Fee: Large employers (300+) \$1000; Large non-profit employers (300+) \$750; Employers (51- 300) \$500; Employers (50 and under) \$350. In addition, individual participants are asked to make a personal commitment of \$100.

**LEADERSHIP OPPORTUNITIES
IN
GREATER NEW HAVEN**

**Cheshire Chamber of Commerce
Leadership Cheshire**

Cheshire, CT

P: 203-272-2345

sheldon@cheshirechamber.com

www.cheshirechamber.com

The program has two key goals: leadership skills & community involvement. The goal is to improve business, management and leadership skills, help develop marketing skills for themselves and their business.

Classes are held approximately one day every other week, 2-5 hours. Location varies: Cheshire Chamber offices, town facilities and Quinnipiac University. Includes a team project.

Audience: People interested in improving their leadership skills, or wanting to get more involved in the local community.

Eligibility: Members of Cheshire Chamber of Commerce. If space is available, non members are accepted into program as well.

Frequency: Annually - February through June

Fee: \$400

Scholarship: Yes, dependent on participant needs.

**The Community Foundation for Greater New Haven
Leadership Development Institute**

New Haven, CT

P: (203) 777-2386

contactus@cfgnh.org

www.cfgnh.org

Developed by The Community Foundation for Greater New Haven's Communities of Color Initiative, the Leadership Development Institute will provide people of color in Greater New Haven an opportunity to gain practical skills and build networks, enabling them to better shape a nonprofit career.

Content covered includes: career development; skill & relationship building; and coaching & action planning.

Classes are held at The Community Foundation for Greater New Haven and run a couple of hours per week (flexible).

Audience: Emerging leaders of color in the nonprofit sector

Eligibility: Any individual age 35 and under, looking to enter nonprofit/government management

Frequency: Annually - program begins in fall

**Greater New Haven Leadership Center
Executive Orientation**

New Haven, CT

P: 203-782-4314

pscussel@gnhcc.com

The Executive Orientation program is an intensive program designed for senior-level executives from corporate, non-profit and government organizations who are interested in understanding the relevant issues, concerns, politics and dynamics of the region they live and work in. Although the program was originally designed for those new to the area and/or new to their positions, XO has much to offer all senior-level executives, even native New Haveners. Now entering its eleventh year in Greater New Haven, XO has 126 alumni.

Class members are given an insider's view of the issues that are shaping our region with access to decision-makers and key movers and shakers in Greater New Haven. Past topics included: arts and tourism; communications and the media; board development; community policing; philanthropy; diversity; leadership development; New Haven- past and present; town and government relations; the waterfront; public education; and regionalism.

Class location varies over the six four-hour sessions.

Audience: Senior-level executives (primarily those new to the region or their positions)

Frequency: Annually - October through December

Fee: Sliding scale

Scholarship: Yes

Greater New Haven Leadership Center
Leadership Greater New Haven
New Haven CT
P: 203-782-4314
pscussel@gnhcc.com

Over the course of 10 months, the LGNH program offers executives of all levels an insider's view of the issues that are shaping our region with access to decision-makers and key movers and shakers in Greater New Haven. In addition to attending the sessions, LGNH participants must participate in a community service project that entails at least 15 hours of community service. There are over 500 LGNH alumni.

Class members are given an insider's view of the issues that are shaping our region with access to decision-makers and key movers and shakers in Greater New Haven. Past topics included: arts and tourism; communications and the media; board development; community policing; Connecticut State government; philanthropy; diversity; decision-making; leadership development; Myers-Briggs Type Indicator; New Haven - past and present; town and government relations; the waterfront; public education; public speaking; fellowship and community service; and regionalism.

Classes meet for eleven session days, 8:30am- 4:00pm, and at least 15 hours time for community service project.

Audience: Professionals of all ages who are looking to advance themselves professionally and serve as a catalyst for change in the region

Frequency: Annually - September through June

Fee: Sliding scale

**Greater New Haven Leadership Center
Orange Senior Leadership Program**

New Haven, CT

P: 203-782-4314

pscussel@gnhcc.com

Class members are given an insider's view of the issues that are shaping our region with access to decision-makers and key movers and shakers in the Town of Orange. Past topics included: arts and tourism; communications and the media; board development; community policing; Connecticut State government; philanthropy; diversity; decision-making; leadership development; Myers-Briggs Type Indicator; the Town of Orange - past and present; town and government relations; the waterfront; public education; public speaking; fellowship and community service; and regionalism.

Class location varies over the nine session days, 9:00am- 3:00pm, and at least 15 hours time for community service project.

Audience: Seniors age 55+ who are residents of the Town of Orange

Frequency: Annually - September through June

Fee: \$100

Public Allies Connecticut

P: 203-579-2727

www.publicallies.org/connecticut

Connecticut@publicallies.org

Public Allies' mission is to advance diverse young leaders to strengthen communities, nonprofits, and civic participation. The work of Public Allies is based on five (5) primary core values: collaboration; diversity/inclusion; community participation; integrity/accountability; and continuous learning.

Public Allies recruits promising young leaders from Connecticut's diverse communities. The Allies (young leaders, ages 18-30) work four days a week for ten months at nonprofit organizations where they are responsible for projects with direct and measurable community impacts. One day each week, Allies come together for leadership training and reflection on their service and also to work as teams on service projects they design and carry out over the ten months.

Allies participate in weekly leadership development trainings ranging from: history of non-profits; time management; diversity, power and privilege, leadership styles, community mapping and much more.

This full-time ten-month apprenticeship begins in September and concludes at the end of June. It is a statewide program with Allies working in the Greater Bridgeport, New Haven and Hartford communities.

Audience: Public Allies serves young leaders, ages 18-30, and nonprofit community-based organizations in the Greater Bridgeport, New Haven and Hartford areas.

Eligibility: Young adults ages 18-30, who have at least a high school diploma or GED and have a passion for community service and/or working in nonprofits.

Frequency: Annually, September through June

Fee: None

Teach for America

Teach for America - Connecticut

P: 203-786-5498x2150

emily.barton@teachforamerica.org

www.teachforamerica.org

Teach for America's mission is to enlist our nation's most promising future leaders in the movement to eliminate educational inequality. This is accomplished by building a diverse, highly selective national corps of outstanding recent college graduates – of all academic majors and career interests – who commit two years to teach in urban and rural public schools in our nation's lowest-income communities and become lifelong leaders for expanding educational opportunity. It is through the combined efforts of the corps members and alumni, and by working alongside others in the communities served, that the vision will be achieved: One day, all children in this nation will have the opportunity to attain an excellent education.

Corps members gain a wide variety of content knowledge, professional skills and development, and experiential leadership training over the course of 2 years in the classroom. Key skills include: critical thinking, communication, organization, external relationship building, working well with others, classroom management, and influencing and motivating others. These skills, put in the context of the classroom, prepare corps members to be lifelong leaders.

The summer training program takes place in Philadelphia, PA. All other trainings occur locally.

Audience: Individuals – from all backgrounds and career interests – who have what it takes to excel as teachers and to ultimately exert broader societal influence in our nation

Candidates should have a proven leadership record (whether in school, work, or extracurricular activities), and demonstrate leadership qualities such as the ability to influence and motivate others and the ability to persevere through difficult challenges. Specifically, Teach for America seeks evidence of:

- Demonstrated past achievement
- Perseverance in the face of challenges
- Strong critical thinking skills
- Ability to influence and motivate others
- Organizational ability
- Desire to work relentlessly in pursuit of the mission
- High expectations for students and families in low-income communities

Leaders come in many forms with varied past experiences, so there is no one profile of an ideal applicant. There are many ways to demonstrate these qualities, and applicants are viewed holistically and their fit with the criteria are evaluated within the contexts of their particular activities, jobs, and interest areas.

Every year questions are raised about the selectivity of the admissions process. Teach For America is selective because the challenges corps members face in making a significant impact on their students' achievement are immense, and it is crucial to the success of the mission that corps members are selected

who have the most potential to succeed in this endeavor. Many corps members say that when they got into the classroom and saw first-hand what it took to be successful, they understood why the selection process was so rigorous.

Although the program is selective, applicants are not competing against other applicants for a fixed number of positions – applicants are evaluated against the selection criteria listed above and every applicant who meets the criteria is accepted.

Eligibility: Graduating college seniors and college graduates from all academic majors are eligible to apply. Applicants must have a cumulative undergraduate GPA of 2.50, receive their bachelor's degrees from an accredited university and, due to AmeriCorps requirements, they must be citizens, nationals, or lawful permanent residents of the United States.

Teach for America conducts admissions centrally through the national office. Applications are accepted on a rolling basis from late September through mid-February. Training begins in June, and lasts through the summer, preparing teachers for the first days of school in the fall.

Fee: There are limited fees associated with the required tests and paperwork involved with certification by the state of Connecticut, but Teach for America does not charge any fee for participation.

Scholarship: Transitional need-based grants and no-interest loans are available to help corps members make it to their first paychecks. During the first summer of training, the majority of room and board costs are covered by Teach for America. Additionally, corps members who have not previously served as AmeriCorps volunteers or received AmeriCorps awards are eligible for loan forbearance and interest payment, as well as an educational award of \$4,725 at the end of each year of service (a total of \$9,450 over the two years), which may be used toward future educational expenses or to repay qualified student loans.

**Waterbury Regional Chamber of Commerce
Leadership Greater Waterbury**

Waterbury, CT

P: 203-757-0701

www.waterburychamber.com

ppryor@waterburychamber.com

Leadership Greater Waterbury's goal is to provide a creative, interactive learning environment for the participants to meet regional leaders and discuss the challenges that affect greater Waterbury.

Participants are given a comprehensive overview of the economic, social and political challenges facing the region, and are introduced to the theories and practices of leadership through academic workshops, panel discussions and team building. Topics include: social & economic history; economic development; arts & entertainment; government & public policy; health & human services; media & communications; and education. Upon graduation, participants are encouraged to stay involved through an active Leadership Greater Waterbury alumni network.

Class location varies. The nine-month program is experiential and is located throughout the Greater Waterbury area. Following a day and a half orientation, participants meet once a month for a full day of workshops, panel discussions and site visits. In addition, participants collaborate on a self-directed, community-oriented team project, which ranges from 20-40 hours of volunteer commitment. Classes generally run from 8:30am-4:30pm on the third Wednesday of the month from November through May, with orientation over 1.5 days in October, and graduation in June.

Audience: Professionals from private companies, non-profit agencies and government

Eligibility: Candidates for Leadership Greater Waterbury are accepted according to their leadership potential, their interest in community service and their desire to understand the issues and challenges facing the greater Waterbury region. Class size is limited to maximize opportunities for individual participation.

Frequency: Annually - October through June

Fee: \$1200 corporate-sponsored participants, \$850 non-profit agencies

**William Caspar Graustein Memorial Fund
Community Leadership Program**

Hamden, CT

P: 203-230-3330x19

gailt@wcfgmf.org

www.wcfgmf.org

Nonprofit leadership today is tougher than ever. Demand for services is surging, while the resources to meet those needs are more and more difficult to find. In the midst of such challenges, the role of the leader takes on increasing importance.

The Community Leadership Program provides an opportunity for candidates to discover new perspectives and new approaches to leadership. When talking with leaders across greater New Haven's nonprofit sector, they often speak of three desires: to collaborate with others in service to the larger community; to align their work more closely with their vision, values and personal sense of mission; and to create a space to hold courageous conversations about race, power and privilege. The Community Leadership Program, CLP for short, is a response to those desires and a step in helping leaders explore their personal values and understand more fully the opportunities and challenges of leadership in service to communities.

Topics are prepared for each session and emphasis is placed on creating a safe space where participants can form a community that supports their learning. The sessions are experientially based and include readings, spiritual exercises, group tasks, and reflections on participants' experiences and insights.

The program consists of seven monthly five-hour sessions, 12noon-5pm (usually on the second or third Friday of the month) and two weekend retreats. Participants are required to attend every session and both retreats. Class limited to 22.

Audience: People interested in collaborating with others in service to the larger community, aligning their work more closely with the vision, values and personal sense of mission, and holding real and productive conversations about race, power and privilege and their effect on our community and ourselves.

Eligibility: Those working in the greater New Haven civic sector, principally in senior management of nonprofit organizations, government and business, as well as those from other parts of Connecticut. Strong preference given to those working in the New Haven community. Applications due June 1.

Frequency: Annually - September through May

Fee: Free

**LEADERSHIP OPPORTUNITIES
IN
NEW LONDON COUNTY**

**Chamber of Commerce of Eastern Connecticut
Leadership Eastern Connecticut**

Gales Ferry, CT

P: 860-464-7373

mwhitehead@chamberect.com

www.chamberect.com/leadership.asp

The Leadership Program prepares future community leaders for positions of responsibility by acquainting them with significant community processes and issues that affect communities, businesses and the public. With understanding of the needs and concerns in a wide variety of issues, these individuals will be better able to contribute their company's resources with the end result being improved economic health, regional growth and development.

The program includes the following topics: Government, Media, Energy, Education, Tourism, Arts & Transportation, Criminal Justice, Economic Development, and Health & Human Services.

Other benefits of this program: teaches about involvement opportunities, special challenges and demands using forums with current leaders; enhances understanding of various economic, social and political forces impacting the community; provides a network of new community talent for service on public and private commissions, agencies, organizations and associations; educates and counsels leaders on skills necessary to become more objective.

Topic-related businesses, private and public organizations act as hosts for each session. Classes meet monthly, the second Thursday of the month, from 8am - 4pm, in addition to time outside of class working on a group project. Two absences will be permitted for emergency purposes. If candidates are unable to commit to the program schedule, it is not in their best interest to apply. Upon completion of the first year, participants will be assigned to various planning committees (minimum of two) for the sessions of the following Leadership Program year. A participant is expected to attend all planning committee meetings with their respective committees, as well as attend the sessions they assisted in planning.

Audience: Employees, companies, government and professionals anxious to grow and become more effective

Eligibility: Live or work in the eastern Connecticut region; have an interest in seeking key volunteer, public office, board or commission roles; possess high standards of personal integrity, potential leadership ability, and a personal commitment to solving community problems; have a demonstrated capacity for leadership within the individual's own organization; have a willingness to commit the energy necessary to complete the program (two years), including monthly attendance at all sessions

Frequency: Annually - September through June (each program runs for two years)

Fee: \$850.00 (usually paid by employer), along with a \$25.00 administrative fee