

## Prolnspire Leadership Development Programs

*based on Prolnspire's proven curriculum and tailored to an organization's needs*

Strong management and leadership are critical for nonprofit organizations and foundations to drive social impact and achieve their missions. Yet limited time, focus, and budgets make it difficult for most organizations to sufficiently invest in their most valuable resource — people.

### Why Partner with Prolnspire?

- **Access.** Prolnspire's proven curriculum delivers effective leadership development programs while *limiting cost and complexity*
- **Experience.** Prolnspire has *trained over 500 professionals* since 2009 through the Managing for Success, Prolnspire Fellowship, and leadership development programs
- **Expertise.** Prolnspire's *faculty* is comprised of *seasoned professionals* with over 100 years of combined experience and expertise in facilitation, leadership and organizational development, and coaching



### In a 2013 Prolnspire survey of nonprofit managers:



### Curriculum

Prolnspire's programs are based on the 70/20/10 learning development model, which indicates that 70% of learning occurs through on-the-job experiences, 20% through learning from others, and 10% through training. Prolnspire employs multiple modes of learning, with a particular emphasis on learning by doing. Activities include assessments, webinars, peer learning circles, executive coaching, prework and fieldwork.

#### Managing Self

- Vision and purpose
- Authentic and empowered leadership
- Emotional intelligence (with EQi assessment)
- Implicit bias

#### Managing Individuals

- Working with different personalities (with MBTI assessment)
- Delegation
- Coaching skills
- Giving and receiving feedback

#### Managing in Organizations

- Managing up
- Inclusive leadership
- Confident conversations

#### Managing Results

- Results based facilitation
- Results based accountability

#### Managing Career

- Career visioning
- Developing your community
- Understanding your strengths (with Strengths Finder assessment)

# The ProInspire Model

## Program Design Approach



We work closely with each partner organization to design a program that meets learning objectives and organizational needs:

- **Established Leadership Workshops** draw from ProInspire's existing modules to deliver a cost-effective solution. Pricing starts at \$2,000 for half-day and \$3,000 for full-day workshops.
  - **College Summit:** ProInspire led two full-day workshops for College Summit's management team, focused on *Managing Self and Managing Individuals*
  - **Emerging Practitioners in Philanthropy:** ProInspire led sold out webinars for *Emerging Practitioners in Philanthropy on Managing Up and Developing Your Career Narrative*
- **Custom Programs** leverage ProInspire's curriculum, faculty expertise and experience to tailor modules to specifically defined organizational needs. Pricing is based on program content, format, and length.
  - **Communities in Schools:** ProInspire facilitated multiple workshops for *Communities in Schools*, including *emotional intelligence, working effectively, and change management*
  - **Kresge Foundation:** ProInspire is developing and leading a two-day leadership program for *Kresge Foundation grantees in seven cities, focused on managing self, managing others, and building relationships across grantees*

## Our Expertise

- Comprehensive leadership development programs
- Half and full day workshops
- Retreat facilitation
- Webinars
- Executive Coaching
- Assessments including EQi-2.0, MBTI, Strengths Finder, and more



“College Summit greatly benefited from the custom leadership program that ProInspire designed for our organization. Since the training, our managers seem more attuned to the emotional climate within themselves and the organization. I've noticed increased productivity in our meetings and an enhanced ability to hold difficult conversations as a result.”

– Jo Smith, President & COO, College Summit

## CONTACT US TO DISCUSS YOUR LEADERSHIP DEVELOPMENT NEEDS

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