

## 2017 PROGRAMS

DC Spring Cohort —  
March to May

Workshop 1: Mar 8  
Workshop 2: April 5  
Workshop 3: May 3

DC Fall Cohort —  
Sept. to Nov.

Workshop 1: Sept 21  
Workshop 2: Oct 19  
Workshop 3: Nov 16

SF Bay Area Fall  
Cohort —  
Sept. to Nov.

Workshop 1: TBA  
Workshop 2: TBA  
Workshop 3: TBA

*"One of the most significant barriers we face to high performance is a critical mass of skilled managers. We have struggled as an organization to find top quality management training for our emerging leaders, and were lucky enough to send our managers to Managing for Success. The training opened the eyes of our managers to important skills that have empowered them to serve students and staff better."* —Year Up NCR

## Managing for Success

*A targeted leadership development program for social sector managers*

### Curriculum

Managing for Success (M4S) focuses on three key areas — Managing Self, Managing Individuals, and Managing in Organizations. The program includes full-day interactive workshops, assessments, peer circles, and a Fieldwork assignment to allow participants to put into practice their learnings and management skills.

#### Workshop 1: Managing Self

- Personal Mission
- MBTI

#### Workshop 2: Managing Individuals

- Emotional Intelligence
- Delegation
- Coaching Skills

#### Workshop 3: Managing in Organizations

- Managing Up
- Coaching Practice
- Feedback



2015 DC Fellowship Cohort



2015 SF Fellowship Cohort

### Program Structure

- 3 full-day workshops
- Assessments
- Practice and application
- Peer coaching
- Mentoring
- Cohort of managers from leading nonprofits

### Selection Criteria

Participants should have:

- Responsibility for managing people, projects, funders, budgets, stakeholders or teams
- Desire to build new management skills
- Commitment to developing themselves and their organizations

**Note:** There are no age restrictions for participation. The typical age range is 25-45 years old.

### Program Fee & Deadlines

- **Spring DC Cohort**  
**Applications Open:** December 12, 2016  
**Early Bird Deadline:** January 16, 2017 (fee \$950)  
**Regular Deadline:** February 6, 2017 (fee \$1,100)
- **Fall DC and SF Cohorts:**  
**Applications Open:** June 19, 2017  
**Early Bird Deadline:** July 17, 2017 (fee \$950)  
**Regular Deadline:** August 14, 2017 (fee \$1,100)

### To Apply

To sponsor participants from your organization contact Dionne Galloway at [dgalloway@proinspire.org](mailto:dgalloway@proinspire.org).

Individuals can apply directly online at <http://www.proinspire.org/training/>

# Managing for Success Curriculum Overview

The Managing for Success program prepares new and emerging managers with knowledge, tools, and peer support to increase their effectiveness in driving social impact.

## By the end of Managing for Success, participants will:

- Have awareness of emotional intelligence and how it impacts their leadership of teams;
- Understand their personality styles and preferences, and those with whom they work;
- Build competencies to effectively communicate and delegate to direct reports and colleagues;
- Have tools to use in coaching and giving feedback; and
- Establish a network to support professional growth.

## Leadership development takes place through five key activities:

1. **Training:** Fellows participate in three full-day workshops.
2. **Assessments:** Fellows complete MBTI and EQ assessments to increase effectiveness in managing and collaborating with teams.
3. **Coaching:** Fellows learn coaching skills and work with a peer coach.
4. **Personal Advisory Board:** Fellows establish a Personal Advisory Board, including mentors, colleagues and other supporters.
5. **Homework:** Fellows practice skills and deepen understanding through assignments and their Fieldwork.

## What do M4S Fellows say?

*"The Managing for Success program allowed me to step back and take a deep look at myself in the context of my work. By having a better understanding of how my personality translates to my management style, I have been able to be more intentional in how I approach leadership. The Managing for Success program helped me to develop key management skills, to include building relationships, having crucial conversations, and results-based facilitation of meetings. The mentoring and coaching that are integrated into the program provide for a robust experience and allows for an organic network of support to be created amongst participants."*

– Michelle Smith-Howard, 2014 Management Fellow

*"The tools that I learned from the M4S program and the support of my peer circle have helped me to understand my management style. I am better equipped with an understanding of working styles and the importance of giving clear instructions and feedback. This is especially important when leading a small team that is responsible for relationship building in a large organization across a variety of sectors."*

– Olumide Elegbe, 2015 Management Fellow

*"The Managing for Success Program is one of the best investments organizations can make in new managers. It helped me find and embrace my leadership style and equipped me with the tools to transform my professional and personal life."*

– Stephen Alexander, 2014 Management Fellow



# 95%

of participants indicated the program was very or extremely valuable in helping them develop their leadership potential

## CONTACT US TO LEARN MORE

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