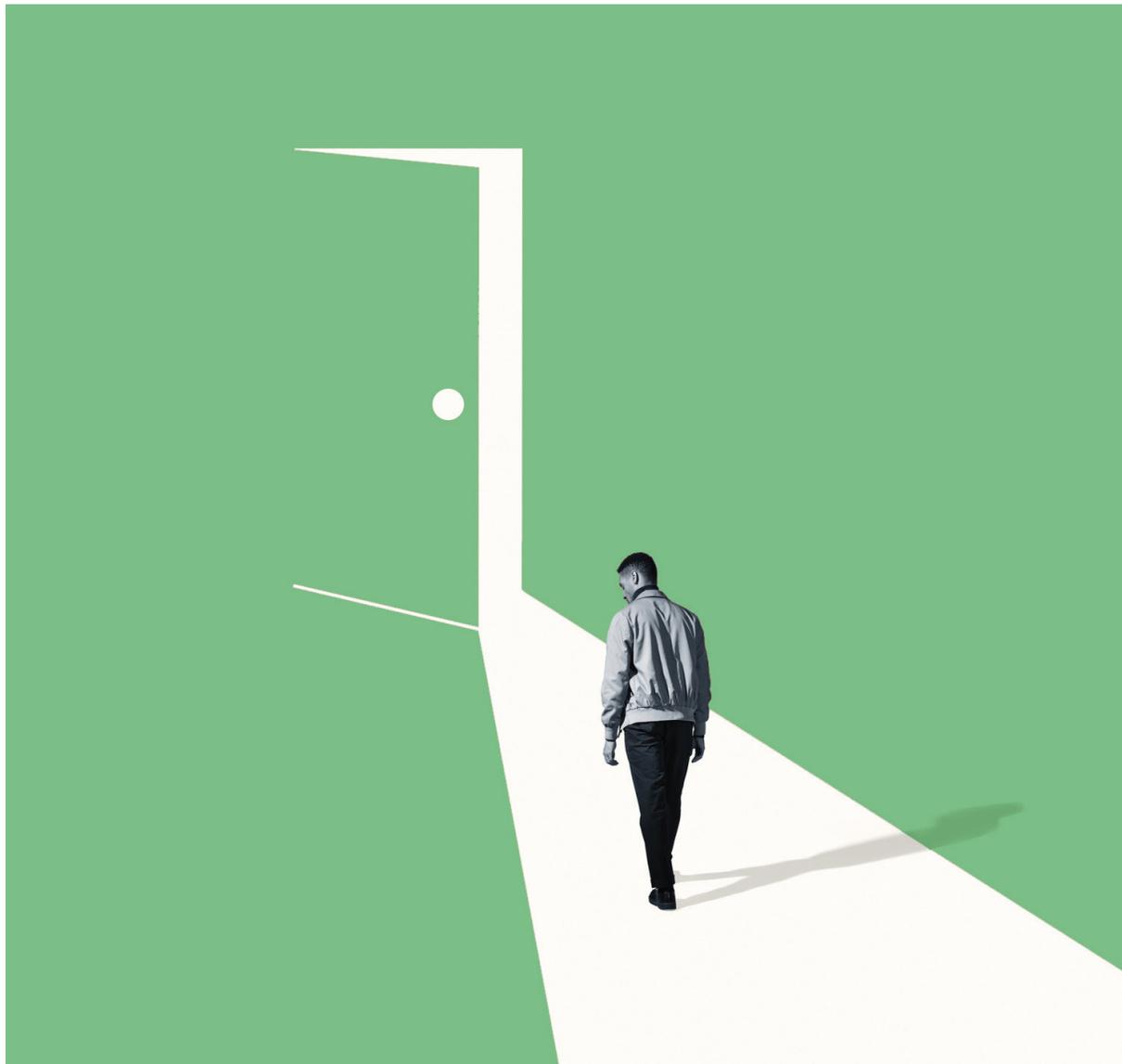


Venture Leader Academy

VENTURE LEADER ACADEMY & FELLOWSHIP OVERVIEW

Elevating the nonprofit sector to effectively

Spring / Fall 2021



VISION

CHANGE CHAMPIONS + STRONG NONPROFIT SOLUTIONS = EQUITY AND JUSTICE.

The Venture Leader Academy and Fellowship Program will develop the knowledge, skill, and ability of nonprofit professionals to become champions of change for advancing their missions.

The sector lacks experienced executive generalists, knowledgeable in all aspects of an organization. All too often, leaders hire specialists and hope that competent performance in each workstream will efficiently advance the mission. Yet, effective, efficient, and enduring change in the community requires strategic alignment of every nonprofit domain...and every domain must reflect the organization's strategy in its work product. For example, an organizational budget must reflect the true cost of programmatic outcomes and that cost must translate into a compelling case for fundraising. A leader that lacks confidence or expertise in any of these areas will find it difficult to powerfully move its mission forward.

the venture leader academy model





TARGET TALENT

PERSONAL PASSION + INTENTION + HONED SKILLS + STRONG VOICE = CHANGE CHAMPION.

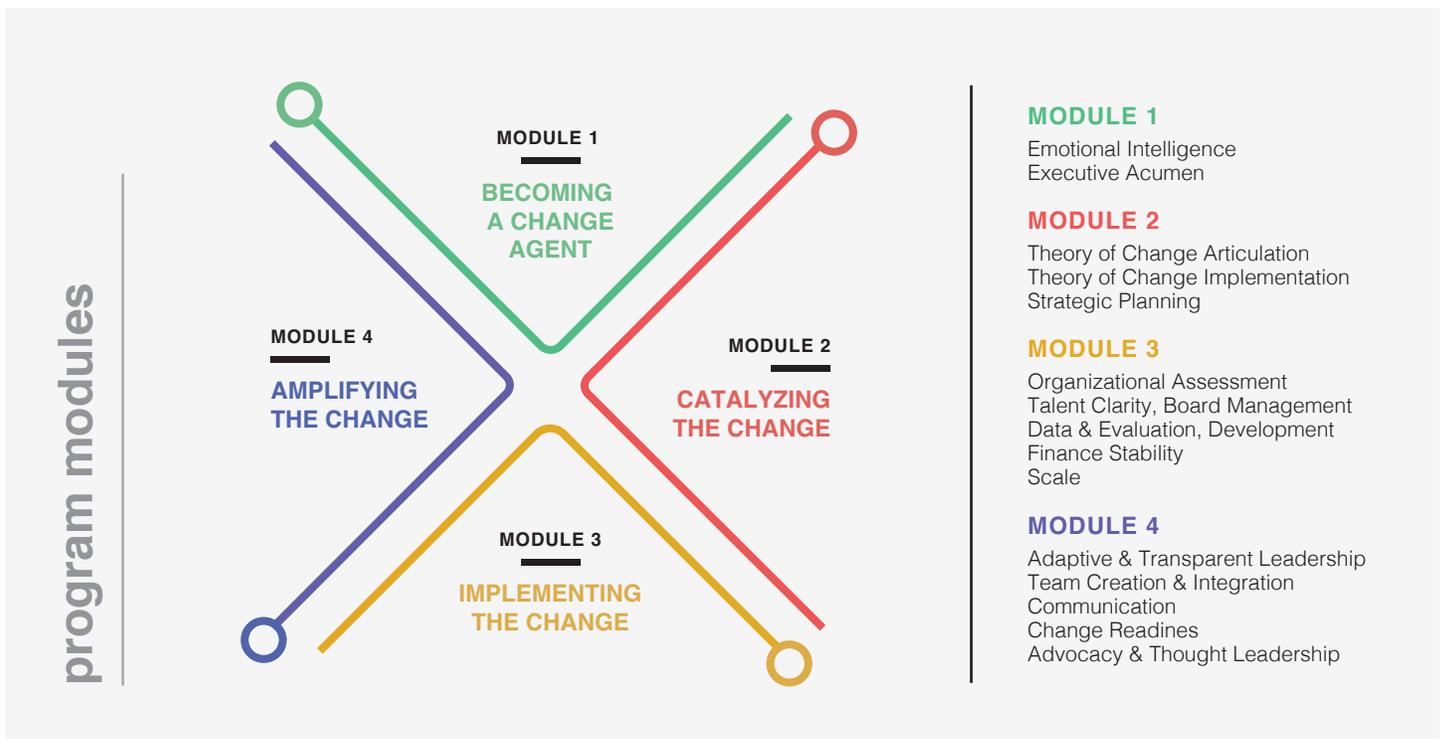
Our sector is filled with “homegrown” high-performing nonprofit professionals, with endless potential and limited experience to rise to the executive level. The Venture Leader Academy and Fellowship will serve as a pathway for organizations to realize effective and diverse change champions.

Time and again, bandwidth constrained nonprofits leave high-potential talent to cobble together their own self-directed learning to advance their skills and career trajectory. In particular, people of color have faced particularly large obstacles when seeking executive positions, resulting in a lack of diversity and bench strength in the highest levels of leadership.

PROGRAM COMPONENTS

CHANGE CHAMPIONS + STRONG NONPROFIT SOLUTIONS = EQUITY AND JUSTICE.

Strong change champions, need only galvanize and inspire their teams to implement meaningful change. The Venture Leader Academy is based on a framework that incorporates the “being” and “doing” of change agency, both at individual and organizational levels.



ACADEMY

The Venture Leader Academy will be offered as a 12-week course, with an 8-hour per week commitment from each participant. The five hours of formal lecture will occur on a specific weekly schedule (see applicable term information), while optional bi-weekly 90 min coaching circles and 45 min office hours will be flexible to meet individual scheduling needs. Each week will include light pre-session preparation work and post-session work applying that week’s learning to the experiential project, an Organizational Assessment with either the nonprofit for which they work or another nonprofit client. Successful completion of the Venture Leader Academy is a prerequisite to apply to the VLC paid fellowship program.

PROGRAMMING

FELLOWSHIP

Venture Leader Fellows will practice knowledge gained in the Venture Leader Academy through paid practicum of nonprofit consulting. Fellows will receive coaching from expert VLC staff mentors and work on a team where appropriate. In this program, Fellows will hone their expertise in addition to gaining valuable experience with which they can prove their readiness to perform at the executive level. Dedicated weekly 2-hour sessions will support continued learning and client performance.

REPORT

Report, discuss, and strategize solutions to challenges faced while working with clients

RESEARCH

Research for and create the written piece they will publish as one culminating Fellowship project

PLAN

Develop a robust career vision and plan for post-fellowship. Elements include:

resume crafting

job hunting

interviewing

building public profile

networking

In addition to client work, Fellows will demonstrate mastery of Executive Change Champion competencies through publishing written work to elevate change championship in the sector and/or share their own expertise; and completing a final Competency Review, including feedback from clients, VLC mentor, and self-assessment.

EXPECTED OUTCOMES

Venture Leader Academy is designed to achieve short-term outputs that will lead to intermediate outcomes for Fellows and long-term outcomes for the sector.

The short-term outcomes for Academy cohort members are:

- Academy members demonstrate mastery of content by successfully conducting an organizational assessment.
- Academy members sustain an ongoing awareness of their personal alignments to the work and use that to build and strengthen their networks in the sector, as measured by regular self-report.

The intermediate outcomes, to be achieved by Fellows by the end of their practicum:

- Fellows write and publish a piece conveying important lessons learned or experience gained around impact-based change within the sector.
- Fellows strengthen their aptitudes as change champions by demonstrating progress on the Executive Change Champion Competencies, as seen on 360 feedback from clients and VLC staff and on competency-based self-assessments.
- Fellows actively work as change champions in their issue area, as demonstrated by annual surveys of Fellowship alumni.

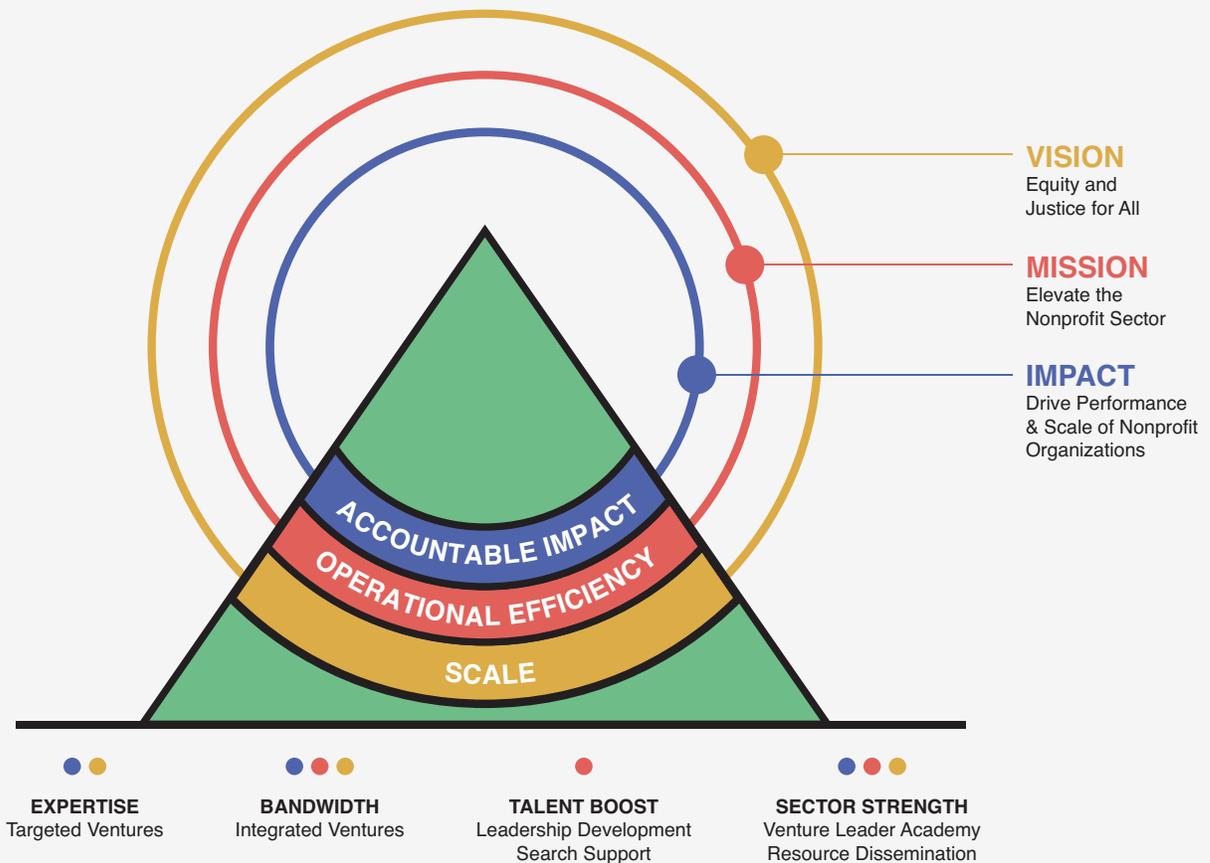
As more change champions pursue impactful change work, the sector as a whole will benefit from the following long-term outcomes:

- The sector recognizes the core competencies of an executive change champion, articulates the necessity of these competencies, and trains and/ or hires specifically for those competencies.
- The sector is infused with change champions who are closing gaps of inequity and injustice.

Venture Leader Academy

Drive Performance + Scale Impact → Elevate the nonprofit sector → Equity and Justice for All.

VLC Theory of Change



Let's Connect!

Learn more about the Venture Leader Academy program and how you can qualify for enrollment by visiting our website VentureLeaderAcademy.org or sending us an email info@ventureleader.org.

* Requirements/ costs vary for those entering on behalf of an organization and those enrolling individually.