VENTURE LEADER ACADEMY & FELLOWSHIP OVERVIEW

Venture Leader Academy
Venture Leadership is a partnership.

Venture Leader Academy is brought to you by Venture Leadership Consulting. We’re strategic thinkers and we join you in the trenches. It’s leadership that is invested in your organization, working together to create new models, implement never-before-seen programs, and handle existing workload. The result is results: together we will make an impact, deliver new skills, and move forward.
The nonprofit sector lacks experienced “executive generalists,” or those who are knowledgeable in all aspects of an organization. All too often, leaders hire specialists and hope that their competent performance in each workstream will advance the mission. However, effective, efficient, and enduring change requires strategic alignment of every nonprofit domain, and every domain must reflect the organization’s strategy in its operation. A leader who lacks confidence or expertise in any workstream—program, development, finance, or others—will find it difficult to move their organization’s mission forward.

Yet time and again, bandwidth-constrained nonprofits leave high-potential talent to cobble together their own self-directed learning. As a result, many struggle to advance their skills and career trajectory. Moreover, people of color in particular tend to face tough obstacles when seeking executive positions, resulting in a lack of diversity and bench strength in the highest levels of leadership.

Thus, our sector is filled with “homegrown” high-performing nonprofit professionals, who have endless potential but limited experience with which they can rise to the executive level.
Venture Leader Academy Overview

The Venture Leader Academy will create Executive Change Champions by developing nonprofit professionals’ knowledge, skills, and overall ability to advance their missions. By focusing on both the “micro”—the personal development of our students—and the “macro”—the development of skills in all nonprofit domains—the Academy will serve as a pathway for organizations to realize effective and diverse change champions.

change champion

A fully-expressed, values-driven, influential, and respected leader who acts with intention to create enduring change towards a greater vision of equity and justice.

The venture leader academy model

- VISION: Close gaps of inequity and injustice by cultivating change champions to elevate the nonprofit sector
- TARGET TALENT: High-performing nonprofit professionals ready to advance to an executive level
- PROGRAM: A 2-tier program to foster system growth: Academy Training + Fellowship
- EXPECTED OUTCOMES: Individuals grow tailored skillset + industry infused with effective change champions
- GROWTH OF AN EQUITY ARMY
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.

**PROGRAM COMPONENTS**

**CHANGE CHAMPIONS + STRONG NONPROFIT SOLUTIONS = EQUITY AND JUSTICE.**

The Venture Leader Academy will be offered as a 14-week course, with an 8-hour per week commitment from each participant. Each week will consist of 2-4 hours of asynchronous lectures, 2-3 hours of virtual interaction sessions, and 1-2 hours of individual preparation and final practicum work. Optional office hours and life coaching will be flexible to meet individual scheduling needs. Participants will apply what they learn in a final practicum project, which is usually an Organizational Assessment for the sponsoring nonprofit or another nonprofit client, (although participants may also design their practicum around a specific need). Successful completion of the Venture Leader Academy is evaluated upon the presentation of the practicum.
Upon successful completion of Venture Leader Academy, students are eligible to become Venture Leader Fellows. Fellows will practice the knowledge they gained during the Academy through paid nonprofit consulting with Venture Leadership Consulting (VLC). With coaching from expert VLC staff mentors and teammates, Fellows will hone their expertise and gain valuable experience with which they can prove their executive readiness. Dedicated weekly sessions will support continued learning and client performance.

**PROGRAMMING**

**FELLOWSHIP (optional)**

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

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

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 by completing a final Competency Review, which includes feedback from clients, the VLC mentor, and a self-assessment.
Venture Leader Academy is designed to achieve short-term results that will lead to intermediate outcomes for Fellows and long-term outcomes for the sector.

**The short-term outcomes for Academy cohort members are:**
- Demonstrating mastery of content by successfully conducting an organizational assessment, or other practicum;
- Self-reported progress in all 6 Executive Change Champion Competencies;
- An ongoing awareness of their personal alignments to the work, as well as the ability to build and strengthen networks in the sector.

**The intermediate outcomes, displayed in the Fellowship:**
- Strengthened aptitude in all 6 Executive Change Champion Competencies, as demonstrated by feedback from clients and VLC staff, as well as self-assessments;
- Continued work as change champions in their issue area or organization (measured through annual surveys of Academy alumni).

**As more change champions pursue impactful change work, the sector as a whole will benefit from the following long-term outcomes:**
- A set of core competencies for nonprofit leaders which, when recognized, required, and trained towards, ensure that an organization is efficient in operations and strategic in mindset.
- An infusion of diverse Executive Change Champions who are closing gaps of inequity and injustice.

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### the six executive change champion competencies

1. **INTERNAL EMOTIONAL INTELLIGENCE**
2. **EXTERNAL EMOTIONAL INTELLIGENCE**
3. **RELATIONAL SAVVY**
4. **UNIVERSAL EXPERTISE**
5. **STRATEGIC MINDSET**
6. **THOUGHT LEADERSHIP**
VENTURE LEADER ACADEMY OVERVIEW

APPLICATION TIMELINE

<table>
<thead>
<tr>
<th>Date</th>
<th>Event/Deadline</th>
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<tbody>
<tr>
<td>Wednesday, June 22, 2022</td>
<td>Applications due before 11:59pm PDT</td>
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<tr>
<td>July 1-15, 2022</td>
<td>Interviews</td>
</tr>
<tr>
<td>Monday, July 18, 2022</td>
<td>Applicants Notified &amp; Enrollment Process Begins</td>
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<tr>
<td>Monday, August 15, 2022</td>
<td>First Day of Classes</td>
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<tr>
<td>Friday, November 18, 2022</td>
<td>Graduation Celebration</td>
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PROGRAM FEES

<table>
<thead>
<tr>
<th>NONPROFIT ORGANIZATION SPONSORSHIP</th>
<th>INDIVIDUAL EXECUTIVE CHANGE CHAMPIONS</th>
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<tbody>
<tr>
<td><strong>$10,000</strong></td>
<td><strong>$8,000</strong></td>
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<tr>
<td>20% discount <strong>$8,000</strong></td>
<td>37% discount <strong>$5,000</strong></td>
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<tr>
<td>Comprehensive Organizational Assessment and Recommendations for greater efficiency and effectiveness</td>
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<tr>
<td>Trained Change Champion with increased strategic acumen, ready to support and lead internal change initiatives (perhaps resulting from Organizational Assessment)</td>
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<tr>
<td>Venture Leadership Assessment Meeting to share progress on Change Champion and suggestions for practice and continued growth</td>
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<td>Scholarships may be available, please ask if fee is a barrier to attendance.</td>
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*Summer 2022 Only

Let’s Connect!

Learn more about the Venture Leader Academy program by checking out our Instagram, LinkedIn, YouTube, or sending us an email at academy@ventureleader.org.