VLC Impact Strategy

VISION: Equity & Justice for All
MISSION: Elevate the Nonprofit Sector
IMPACT: Drive Performance & Scale of Nonprofit Organizations

Nonprofit Performance + Scale of Impact = Equity and Justice for All
Venture Leader Academy is brought to you by Venture Leadership Collective. We represent a group of strategic-minded practitioners and deep thinkers dedicated to greater equity and justice through frontline nonprofit partnership. Venture Leadership invests in a nonprofit mission, working together to create new models, implement never-before-seen programs, and handle existing workload. We support the creation and activation of bold visions for the future.
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 next executive level and/or feel equipped to perform once they have arrived.
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.

**Our Vision**

**Personal Passion + Intention + Honed Skills + Strong Voice = Change Champion.**

**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.*

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The Venture Leader Academy model is designed to:

- **Close gaps of inequity and injustice by cultivating change champions to elevate the nonprofit sector.**
- **High-performing nonprofit professionals ready to advance to an executive level or feel competent in the role.**
- **A comprehensive program to foster growth: Academy Training + Community of Practice.**
- **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.

PROGRAMMING

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.

The Venture Leader Academy (VLA) will be offered as a **3-month virtual course**, with 16 asynchronous video lessons, 6 live sessions (three hours each), and up to 5 optional personal and/or professional coaching sessions tailored to individual needs. Each VLA participant will receive a comprehensive workbook and access to a library of practical resources, tools, and templates to advance both their leadership skill and the mission of the organization they serve. Should they choose to, participants may engage in a practicum project to apply their learning in real time. Practicum projects could be as simple as something already on a participant’s work plate (i.e. a new policy, training, workflow, implementation, etc.) or as expansive as a full assessment of the organization.
**PROGRAM SNAPSHOT**

**ACADEMY CURRICULUM**
- 16+ Pre-recorded video lectures - watched asynchronously (released by module or ~4-6 lectures at a time)
- Comprehensive 100+ hard copy workbook to accompany lectures and live sessions
- Semi-monthly 3-hour live sessions (total of 6 sessions) with lecturer

**PERSONALIZED COACHING**
- Up to 4 Executive coaching sessions with a certified life coach to aid in the exploration of your fully expressed self
- Up to 3 strategic 30 min consulting sessions with instructor to support with organizational practicum and thought partnership

**COMMUNITY OF PRACTICE**
- Access to library full of tools, articles, templates and other resources to tactically and strategically advance individual leadership and organizational efficacy
- Entry into a virtual community of nonprofit practitioners around the country to share tips, content, and ideas
- Semi-Monthly Professional Development Booster Shots of content to continue individual and organizational practice development
VLA is designed to achieve short-term results in practitioner practice that will lead to intermediate outcomes for executive advancement and long-term outcomes for the sector.

**The short-term outcomes for Academy participants are:**
- Demonstrating mastery of content by successfully conducting an organizational assessment, or other practicum
- Self-reported progress in all 6 Executive Change Champion (ECC) competencies
- An ongoing awareness of their personal alignments to the work, as well as the ability to build and strengthen networks in the sector
- Identity as a Change Champion and gain confidence as an executive generalist

**The intermediate outcomes, displayed in the Graduates:**
- Strengthened aptitude in all 6 Executive Change Champion (ECC) competencies, as demonstrated by feedback from supervisors and colleagues in the field and/or executive advancement of leadership capability
- 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.

### 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**
2024 INFORMATION

SPRING 2024 ENROLLMENT TIMELINE

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>Tuesday, February 20, 2024</td>
<td>Enrollment Form due before 11:59pm PT</td>
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<tr>
<td>Friday, February 23, 2024</td>
<td>Applicants Notified &amp; Enrollment Process Begins</td>
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<tr>
<td>Thursday, February 29, 2024</td>
<td>First Day of Classes</td>
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<tr>
<td>Thursday, June 20, 2024</td>
<td>Graduation Celebration</td>
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FALL 2024 ENROLLMENT TIMELINE

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<th>Date</th>
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<tr>
<td>Friday, August 16, 2024</td>
<td>Enrollment Form due by midnight PT</td>
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<tr>
<td>Friday, August 23, 2024</td>
<td>Applicants Notified &amp; Enrollment Process Begins</td>
</tr>
<tr>
<td>Wednesday, August 28, 2024</td>
<td>First Day of Classes</td>
</tr>
<tr>
<td>Wednesday, December 4, 2024</td>
<td>Graduation Celebration</td>
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PROGRAM FEES (newly reduced!)

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<tr>
<th>Plan</th>
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<tbody>
<tr>
<td>Individual Cohort Rate</td>
<td>$2,000 total per person</td>
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<tr>
<td>Executive Coaching Add On</td>
<td>$1,500 total per person (Up to 4 sessions)</td>
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Please contact us if the fee is a barrier to attendance. Further discounts and scholarships may be available! We are committed to continually increasing the accessibility of Venture Leader Academy and would love to work with you to make attendance possible.

Let’s Connect!

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