

# Venture Leader Academy

---

## VENTURE LEADER ACADEMY OVERVIEW



# Venture Leader Academy

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

## VLC Impact Strategy



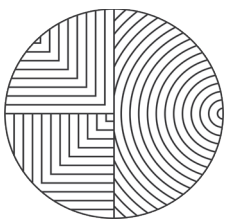
**VISION:** Equity & Justice for All

**MISSION:** Elevate the Nonprofit Sector

**IMPACT:** Drive Performance & Scale of Nonprofit Organizations

### HOW WE HELP OUR CLIENTS

- ✓ **EXPERTISE**  
Targeted Ventures
- ✓ **BANDWIDTH**  
Integrated Ventures
- ✓ **TALENT BOOST**  
Leadership Development  
Search Support
- ✓ **SECTOR STRENGTH**  
Venture Leader Academy  
Resource Dissemination



**Venture Leadership**  
COLLECTIVE

### 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.



# > TARGETING TALENT

CHANGE CHAMPIONS + STRONG NONPROFIT SOLUTIONS = EQUITY AND JUSTICE.

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.**

# OUR VISION

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

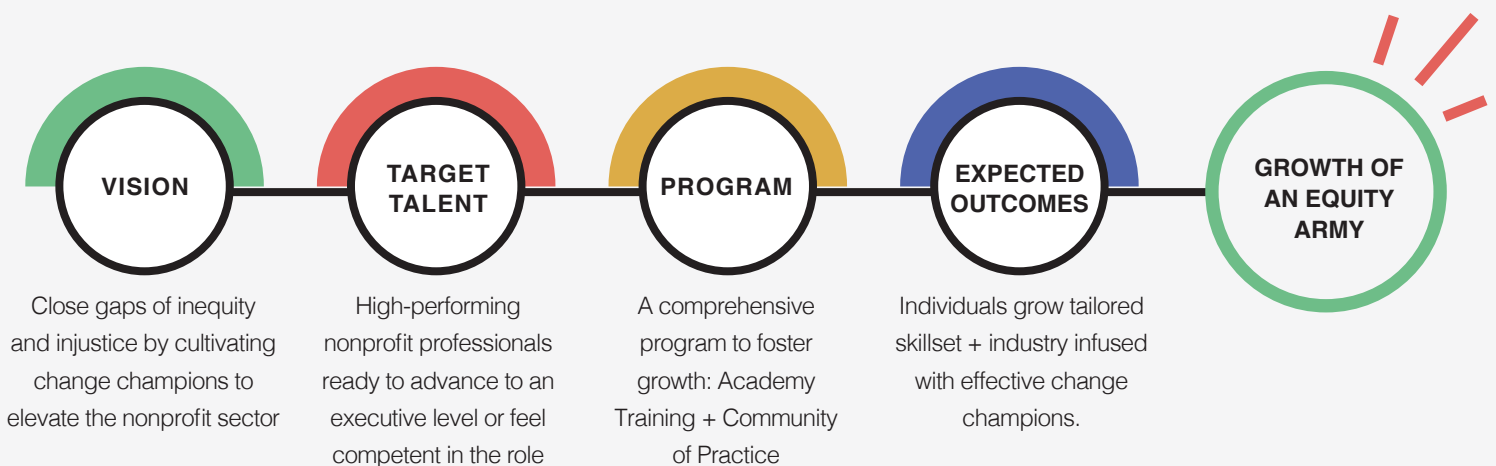
## change champion

[noun]

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 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.

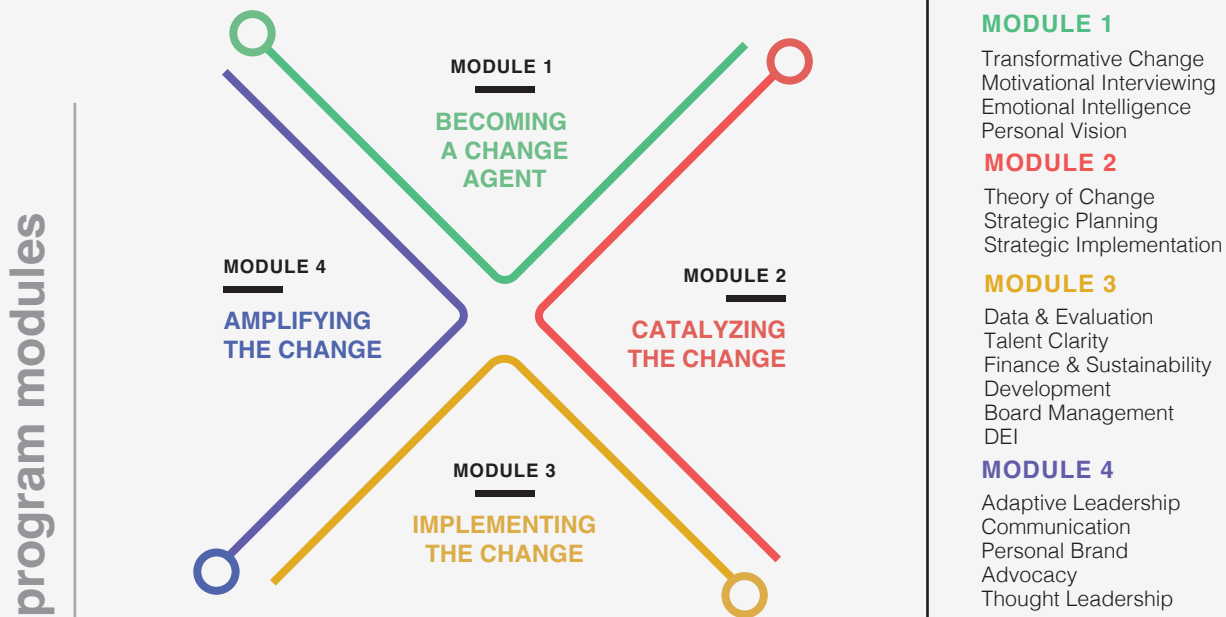
## the venture leader academy model



# PROGRAMMING

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 (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.

# **PROGRAMMING**

## **ONGOING COMMUNITY OF SUPPORT – NONPROFIT CLUB**

Upon successful completion of Venture Leader Academy, graduates are gifted lifetime access to the Nonprofit Club, a human-led, tech enabled community of support for nonprofit practitioners around the country to exchange tools, resources, and best practices with each other. Graduates will also maintain access to a pool of vetted consultants and coaches and weekly content to continue developing themselves professionally and advancing their organization's mission.

## **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

# **EXPECTED OUTCOMES**

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

Friday, December 22, 2023	Enrollment Open at <a href="https://bit.ly/VLA-Spring-2024">https://bit.ly/VLA-Spring-2024</a>
Tuesday, February 20, 2024	Enrollment Form due before 11:59pm PT
Friday, February 23, 2024	Applicants Notified & Enrollment Process Begins
Thursday, February 29, 2024	First Day of Classes
Thursday, June 20, 2024	Graduation Celebration

## FALL 2024 ENROLLMENT TIMELINE

Friday, May 31, 2024	Enrollment Open at <a href="https://bit.ly/VLA-2024-Fall">https://bit.ly/VLA-2024-Fall</a>
Friday, August 16, 2024	Enrollment Form due by midnight PT
Friday, August 23, 2024	Applicants Notified & Enrollment Process Begins
Wednesday, August 28, 2024	First Day of Classes
Wednesday, December 4, 2024	Graduation Celebration

## PROGRAM FEES (newly reduced!)

Individual Cohort Rate	\$2,000 total per person
Executive Coaching Add On	\$1,500 total per person (Up to 4 sessions)

*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](mailto:academy@ventureleader.org).