



2018 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 20
Workshop 2: Oct 18
Workshop 3: Nov 15

SF Bay Fall Cohort —
Sept. to Nov.

Workshop 1: Sept 26
Workshop 2: Oct 31
Workshop 3: Dec 5

"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
- Coaching Skills
- Delegation

Workshop 3: Managing in Organizations

- Managing Up
- Coaching Practice
- Feedback



Washington, DC Fellowship Cohort



San Francisco 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

Spring DC Cohort

- **Applications Open:** Closed
- **Early Bird Deadline:** Closed
- **Regular Deadline:** Closed

Fall DC Cohort

- **Applications Open:** June 25, 2018
- **Early Bird Deadline:** July 20, 2018 (fee \$750)
- **Regular Deadline:** August 17, 2018 (fee \$950)

Fall SF Cohort

- **Applications Open:** June 25, 2018
- **Early Bird Deadline:** July 20, 2018 (fee \$750)
- **Regular Deadline:** August 17, 2018 (fee \$950)

To Apply

To sponsor participants from your organization contact Ashlynn Polanco at apolanco@proinspire.org Individuals can apply directly online at <http://www.proinspire.org/training/>

Managing for Success Curriculum Overview

The Managing for Success program prepares 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. It helped me to develop key management skills, including building relationships, having crucial conversations, and results-based facilitation of meetings. The integrated mentoring and coaching provide for a robust experience and allow for an organic network of support among participants." – Michelle Smith-Howard

"The Managing for Success program provided me with practical tools and resources that I can utilize to achieve peak performance at my organization and empower my team to do the same." – Griselda Macias

"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

Since launching Managing for Success in 2013, we have trained over 225 Management Fellows from over 100 organizations.



47%
are persons of color



96%
indicated the program was **very or extremely valuable** in helping them develop their **leadership potential** & would **recommend the program to a colleague**



94%
said the experience will help them be a **more effective manager**

CONTACT US TO LEARN MORE

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