ProInspire partnered with the Kresge Foundation to develop a two-day leadership program for senior managers at grantees in six cities. ProInspire gathered Kresge input to design a program that met their needs. ProInspire managed the program over two years, including logistics, participant communication, training, and evaluation.

**Program Structure**

**Day 1: Lead Self**
- Increased self awareness/regulation

**Day 2: Lead Others**
- Applied management skills and tools
  - Welcome/Introduction
  - Personal Mission
  - Emotional Intelligence
  - Implicit Bias
  - Informal Networking
  - Trust
  - Delegation
  - Coaching
  - Feedback
  - Action Planning/Closing

Program includes pre-work and fieldwork assignments.

**Program Results**

100% of follow-up survey* respondents said they had practiced a leadership skill learned during the Institute.

97% of exit survey* respondents agreed that the Institute provided me with knowledge and skills that will improve my leadership performance.

92% of exit survey* respondents agreed that the Institute was a positive career-enhancing experience.

*Exit survey administered 24 hours post-workshop. Follow-up survey administered 2-3 months post-workshop. Surveys developed by Sharp Insight, LLC.

Across all measures of Institute objectives, mean scores significantly* increased in the desired direction from pre (3.48) to post (5.14).

- Strongly disagree
- Disagree
- Somewhat disagree
- Somewhat agree
- Agree
- Strongly agree

3.48 Pre
5.14 Post

*p<0.01

“[PLI] helped me to really understand the role that implicit bias has in the workplace.”

“[PLI] encouraged me to think about how I can support my team to develop through feedback and coaching.”