Leading Today, Planning for Tomorrow
Thursday, October 9, 2014
8:30am – 10:30am
Greater Philadelphia Chamber of Commerce
200 S. Broad Street, Suite 700, DiBona Room

We are live tweeting!
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Facilitator
Priscilla Rosenwald
Leadership Recruiters

Agenda
Opening Remarks
Arun Prabhakaran
UAC Vice President

Cultivating the Next Generation of Leadership Talent
Presentation by Priscilla Rosenwald

Working Groups

Share & Review Best Practices

Closing Remarks
Felicia Harris
UAC Marketing Communications Coordinator
About Coalition U
The Urban Affairs Coalition re-launched its capacity building initiative, Coalition U, in 2014 to help nonprofit organizations strengthen their infrastructure, build capacity, and maximize community impact. Coalition U offers a variety of capacity building seminars and workshops focused on improving nonprofit organizational growth and development to make effective changes in the communities they serve. To learn more about Coalition U, please email us at CoalitionU@uac.org

About the Urban Affairs Coalition
The Urban Affairs Coalition unites government, business, neighborhoods, and individual initiatives to improve the quality of life in the region, build wealth in urban communities, and solve emerging issues. We are a Coalition of 65+ partner organizations, large and small, working on diverse issues that immediately affect communities. We strengthen nonprofit organizations through fiscal sponsorship, capacity building, and program evaluation; improve life chances for youth and young adults; and provide economic opportunity to low-income households, working families, and disadvantaged businesses.

What We Do
The Coalition shapes public policy and delivers programs that respond to urgent community needs. The problems we face are far too complex for one entity to solve on its own. Our deep community roots and strong linkages to public and private groups allow us to bring together a diverse set of resources around specific issues to drive change from the ground up. The Power of Coalition means that, together, we can accomplish what no one organization can do alone.

Our Priorities
- Strengthening nonprofits
- Building wealth in urban communities
- Developing youth and young adults
- Creating strategic partnerships

To learn more about the Coalition and its partners, please visit www.uac.org or call 215-851-0110.

Question about upcoming Coalition U Workshops? Email CoalitionU@uac.org

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Facilitator Biography

Priscilla Rosenwald  
*Principal*  
Leadership Recruiters

As the Principal of Leadership Recruiters, she is highly distinguished in the search industry, providing the rare combination of leadership development, organizational dynamics, and recruiting experience for the past 15 years. Priscilla recognizes how vital it is to secure and develop leadership talent to ensure an organization’s success. She recently released her groundbreaking book entitled *When Leaders Leave: A New Perspective on Leadership Change*.

Across the country, clients in the nonprofit and social enterprise sectors turn to her for her experience in organizational consulting, executive hiring and talent management. Her thorough approach to recruitment also ensures the best cultural fit, and identifies the best people in the industry, as measured by competence, initiative and performance. Priscilla recognizes how vital it is to secure and develop top leaders to ensure an organization’s success.

Before establishing Leadership Recruiters, Priscilla was an Executive Recruiter with Heidrick & Struggles, Inc., where she placed chief executives and board members in a wide range of organizations and industries. She previously served as principal of HealthLink, a consulting firm specializing in board development, strategic planning and project management for non-profit organizations. For a decade, she led a regional school-based program focused on behavioral health prevention targeting middle and high school students.

As a member of the senior management teams of corporate and non-profit healthcare and service organizations, she delivered project management and training collaborations. Priscilla has served as a consultant and adjunct faculty member of the Nonprofit Center at LaSalle, Temple University and the Wharton and Social Policy School at University of Pennsylvania.

She also serves on professional and cultural boards, and has been a United Way Loaned Executive. Her board affiliations include Philadelphia Human Resource Planning Society, *Pennsylvania Nonprofit Report*, Miro Dance Theatre, Dance USA, The Bridge, and Chair, First Person Arts. Priscilla holds an undergraduate degree from Temple University and Masters degree from Hunter College in Group and Organizational Development.
Cultivating the Next Generation of Leadership Talent

Leadership development doesn’t just happen. It requires a focused strategic effort for leaders to bring in new talent and to cultivate existing talent. The truth is that talent cultivation is an essential and ongoing component for a thriving organization.

Fostering a Culture of Growth
- Creating an environment where each staff member experiences a sense of ownership, leadership, responsibility and accountability
- Making your staff feel supported in knowing that he or she is a positive contributing member of the team
- Creating and maintaining robust performance appraisals and management systems for the entire staff

What Makes an Effective Leader?
- Knowing the importance of sharing information and decision-making with your boards and staff
- Effective leaders periodically take stock of their personal strengths and shortcomings. Knowing your areas of weakness does not make you weak; on the contrary, it allows you to delegate to others who have those abilities, in order to achieve the common goal.
- Responsive to the group’s needs: Being perceptive can also help a leader be more effective in knowing the needs of the team. Some teams value trust over creativity; others prefer a clear communicator to a great organizer. Building a strong team is easier when you know the values and goals of each individual, as well as what they need from you as their leader.

Assessing the Effectiveness of Leadership Development
- Uniform and timely processes
- Processes should be based on clearly defined goals, enabling the organization to realistically mark what is working and what needs to be refined
- Goals, objectives and expectations must be articulated and each person’s performance should be evaluated against them

Recommended Articles to Read:

What makes an effective leader?
http://www.notredameonline.com/resources/leadership-and-management/what-makes-an-effective-leader/#.VDPfMGddWSo

Top 10 Qualities that Make an Effective Leader
http://www.forbes.com/sites/tanyaprive/2012/12/19/top-10-qualities-that-make-a-great-leader/
How to nurture emerging and future leaders in your organization

How your organization can define leadership needs
Strategic stewardship between professional and volunteer leadership
Best Practice Tips
By Priscilla Rosenwald

- Establish a learning culture in your organization, continually looking for opportunities that enable staff to cultivate strengths.
- Give all levels of staff opportunities to grow and learn new skills.
- Develop opportunities for staff to be included in decision-making and shared leadership, such as rotating facilitation of staff meetings.
- Evaluate senior staff members on their ability to provide coaching and development for their direct reports.
- Support staff in volunteering outside the organization.
- Encourage senior leadership to participate on other boards or committees to broaden their perspective and skills.
- Have a proscribed process to identify and develop individuals who demonstrate greater than average potential talent by creating stretch goals and growth opportunities.

Want to Learn More?

When Leaders Leave
By Priscilla Rosenwald & Lesley Mallow Wendell

Organizations are often brought to crisis when a leader decides to (or is asked to) leave. When Leaders Leave gives nonprofit leadership the ability to plan ahead and create positive change from every leadership transition. Priscilla Rosenwald and Lesley Mallow Wendell bring together real-life examples, quizzes, exercises and prompts to get the conversation started.

Contact Priscilla
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Matching Talent to Opportunity
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