



About LeaderSpring

LeaderSpring's mission is *to foster a powerful, equity-driven social sector by strengthening leaders and organizations; developing communities of leaders; and transforming the systems in which they work.*

Our work rests on the belief that strengthening nonprofit leadership entails building the capacity of nonprofit executives and their agencies. Higher performing leaders and nonprofits, in turn, provide more effective services and greater opportunities that increase the wellbeing of California's most vulnerable communities, families, and individuals.

The LeaderSpring Fellowship

LeaderSpring's expertise draws upon 20 years' experience strengthening over 200 nonprofit executives and agencies through our intensive, two-year LeaderSpring Fellowship. This competitively awarded, on-the-job fellowship integrates leadership development, management skills training, executive coaching, mentoring, peer learning, and networking.

LeaderSpring awards Fellowships to up to 30 diverse San Francisco and East Bay executive directors each year. The majority of whom are women and people of color serving communities of color of low income.

Through the Fellowship, nonprofit leaders:

- ✧ Gain new skills and tools that yield practical and immediate results in their daily work.
- ✧ Wield greater influence in their relationships with board, staff, clients, and other stakeholders.
- ✧ Develop new collaborations, ideas, and support from a richly diverse network of peers.
- ✧ Generate new strategies to promote personal renewal and well-being, and prevent burn-out.
- ✧ Increase their professional confidence, competence, and performance.

Key Program Components:

LeaderSpring has tested and refined the following essential building blocks of the Fellowship:

Leaders Circles (monthly, day-long peer learning convenings)	Individualized Action Plans
Executive Coaching	Customized Study Trip
Retreats	Affinity Groups

LeaderSpring Consulting Group

We launched the LeaderSpring Consulting Group (LCG) in 2010 to share our expertise more widely. LCG advances the missions of foundations, public agencies, and nonprofits by strengthening leadership, building organizational capacity, and creating communities of leaders primed for collaboration and mutual support through customized leadership development programs. Current clients include: The California Endowment, the Oakland Museum of California, and the East Contra Costa County Funders Collaborative (funding the **Contra Costa Leadership Institute, see below**).

Contra Costa Leadership Institute:

Pittsburg, unincorporated Bay Point, Antioch, Brentwood, Oakley, and a number of smaller, unincorporated communities, the area has relatively high poverty rates. As gentrification and displacement accelerate in the inner East Bay, it seems clear that migration of people with lower-income to this area will only grow. The phenomenon of the “suburbanization of poverty” is becoming more and more common across America; in fact, today more poor people live in America’s suburbs than in big cities or rural areas (Source: Metropolitan Policy Program at Brookings).

The East Contra Costa Funders Collaborative, created by and made up of several East Bay funders, developed a capacity-building initiative with the goal of not only strengthening internal capacity of nonprofits, but also to create and support conditions and infrastructure for more collaboration that will help alleviate poverty in East Contra Costa.

In 2016, the Thomas J. Long Foundation made a 2-year investment in LeaderSpring, specifically to focus on nonprofit organizations in East and Central Contra Costa County. **Contra Costa Leadership Institute** is LeaderSpring’s 2-year, team-based leadership development program focused on participants’ ability to lead from a place of passion, skill, and collaboration. The Leadership Institute is designed to develop leadership and management skills for a cohort of 30 (teams of 3 across 10 organizations) that are serving vulnerable populations in East, Far East, and Central Contra Costa County. The cohort meets over a period of 2 years to engage in deep learning on relevant topics that strengthen their skills in leading organizations effectively, working collaboratively, and building sustainability for the work.

Our goals are to:

- Enhance nonprofit performance and sustainability by ensuring that participating executive directors and both senior and emerging leaders achieve their personal and organizational goals.
- Strengthen leaders and managers' confidence, resilience and personal well-being.
- Foster partnerships and collaborations that increase and/or improve services to low income communities in Contra Costa County.
- Promote a network of peer-to-peer learning and reflection among community leaders.

Leadership Institute Components:

- Organizational assessment to identify strengths and areas of growth for each organization;
- Professional team coaching to increase effectiveness of leadership teams;
- Two, 3-day annual retreats that build bonds of trust and mutual respect among the participants;
- Up to 13, day-long leader circles to create space for peer learning, cohort-based leadership and management training, and deepening relationships with co-workers and peers; and
- Affinity groups to anchor the learning and to offer ongoing support and relationship building throughout the program.

Contact Us

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