



Step Up and Lead - To Results Based Leadership

Step Up and Lead to Results Based Leadership is a 10-month leadership program designed for managers and supervisors who aspire to advance their career in the nonprofit or government sector. Its blended learning model of video-based interactivity and in-person facilitated peer-to-peer discussion will show you smart, effective leadership strategies to gain more employee engagement, productivity and better business results. Combined with curriculum from Annie E. Casey's results based facilitation model, this program is tailored especially for the nonprofit and government professional in mind.

Topics covered will include:

- Lesson 1: Know Thyself – Recognizing reality to determine your destiny.
- Lesson 2: Make a Connection – Improving the Quality of your relationships.
- Lesson 3: Express Yourself – Exploring the impact of your words and actions.
- Lesson 4: Eliminate Uncertainty – Setting clear expectations with those you lead.
- Lesson 5: Set the Stage – Creating an environment of continual growth.
- Lesson 6: Feedback for Change – Giving specific, timely feedback in as a safe way.
- Lesson 7: Build a Bridge – Building connections between team members.
- Lesson 8: Recognize & Celebrate! – Recognizing and appreciating a job well done.
- Lesson 9: Show You Care – Developing an atmosphere of trust.

Whether you're brand new to managing people or you're an experienced leader, this opportunity will challenge you to take inspired action and perform at your highest level as a leader. It's designed to help you get real results, fuel higher profits and transform your life and business.

Eligibility Criteria

- Applicants must currently be in the nonprofit or government sector and have an interest in advancing into positions with greater leadership responsibility during their career. Specifically, applicants must be managers (with at least one direct report).
- Applicants must have the support of their organization to participate, and if accepted, will be invited to participate in a 10-month program **requiring one full day a month out of the office.**
- Applicants must be able to complete all required pre-program work; attend **at least 8 of the 10 program dates** and implement lessons learned during at their organizations; and participate in any follow-up activities.
- Applicants must currently work for a nonprofit with 501c3 status or government entity in Orange County.
- Applicants, or their organization, must pay for cost of 10-month program and complete an online application for review.



2020 Dates:

Must be able to attend at least 8 of the 10 listed.

3/19, 4/16, 5/21, 6/25, 7/23, 8/13, 9/24, 10/15, 11/19, 12/17

Cost:

\$1,200 OneOC Members

\$1,500 Non-Members

Selection Process

Applicants will be evaluated using the following criteria:

- Individual demonstrates a high potential for assuming leadership roles
- Demonstrates commitment to a career in the nonprofit or government sector
- Willingness for self-reflection for personal and professional growth through open dialogue and sharing.

It is the applicant's responsibility to submit a completed and signed application and all the supporting documentation in one package. Incomplete applications or applications not in proper format will not be accepted. The decision of the selection committee is final and not subject to a review process.

Required Application Materials

All information can be entered and uploaded using online application [link](#).

- First and Last Name, Title, Organization, Phone and Email. *Optional: Gender, Ethnicity*
- Your resume (Upload document)
- A 500- to 1000-word essay with the following questions answered in a comprehensive manner with complete sentences and in paragraph format:
 1. How would attending the *Step Up and Lead – To Results Based Leadership* benefit you/your organization?
 2. What are your organization's current leadership challenges?
 3. Describe the nature of the work you manage and the challenges you have experienced as a leader.
- Letter of recommendation (Upload document)
- Supervisor acknowledgement and approval signature, sample provided. (Upload document)



Sample Supervisor Acknowledgement Letter (on organizations letterhead is preferred)

To Whom it May Concern:

I, _____(Supervisor Name)_____ understand that _____(Applicant Name)_____, is applying for the Step Up and Lead To Results Based Leadership program and will be required to be out of the office to attend the following 10 program dates. They have my full support.

Program Dates:

3/19, 4/16, 5/21, 6/25, 7/23, 8/13, 9/24, 10/15, 11/19, 12/17

Supervisor Signature

Date