The Prudential Foundation Nonprofit Executive Fellows Program

- 20 Month Program for nonprofit executives
- Personal & Leadership Development
- Management Training
- Inspirational, first-hand lessons from current leaders
- Peer Support & Network
- One on One Coaching

The Prudential Foundation Nonprofit Executive Fellows Program is an innovative and transformative approach to leadership training acutely focused on increasing the number of highly effective nonprofit leaders who have the practical knowledge and critical thinking skills needed to lead their organizations and better serve their communities. The program combines time-tested elements and benefits of a structured curriculum, peer mentoring, one-on-one coaching, Emotional Intelligence assessment and training, and Life & Career Planning®, a proprietary tool that focuses on personal and professional growth through exploring one’s own values.

Over a 20 month period, participants go through an intensive, carefully sequenced step building process, which includes individual coaching, focused on personal growth, leadership capacity, and managerial skills. The program provides professional and safe environments for leaders to share challenges and work together for actionable solutions. Leaders will be guided by training sessions and peer engagement, but they will be anchored to actionable personal and organizational goals, and held accountable to these measurable standards. Participants will also have full support from their organizations’ board of directors and will be guided through a mentoring process with an emerging influence on their staff. In the formal letter of support from leaders' organizations' Board of Directors, fellows will also have explicit support for time away from the office for monthly sessions and one-on-one coaching.
Grounded in Collective Leadership, Fellows, as well as their mentees, will receive a 360 degree assessment. This program recognizes the critical need to diminish barriers to nonprofit leadership and, subsequently, inject a strong prioritization on the development of next generation of leaders. Fellows will be trained in effective mentorship as well as support these emerging leaders. Fellows will have the opportunity for substantial, long-term development and be able to nurture those who will follow them. Mentees of the Fellows will also receive waived fees to participate in the Institute’s Nonprofit Emerging Leader Certificate Program held in fall of the first year.

At the end of the program, the Fellows will become part of an alumni network that will meet several times annually for continuing education and peer group sessions.

The Prudential Foundation underwrites the participation of nonprofit leaders in the Fellows Program. Participants will be comprised of organizations that are grantees of The Prudential Foundation and selected spots will be made available to individuals supported by other funders. All participants must contribute $200 in total towards the total cost of this program. All remaining fees and other associated costs will be absorbed by the Institute.

**Eligibility** - Qualified applicants must:

- Be head of their organization (CEO, ED, etc.); at least one year in that position is preferable
- Have at least one direct report (manager, director, or other employee)
- Be an employee of a nonprofit organization nominated by sponsoring foundation
- Be committed to the full 20-month program (including active participation in monthly meetings, individual coaching sessions, with mentee, and within alumni network – 2 excused absences)
- Commit to mentoring an emerging leader in his/her organization
- Have full support from their organizations’ board of directors and report back to board every 6 months on personal and professional goal progress
- Have a personal commitment to ethics and integrity

**Selection Criteria** - Applicants will be chosen based on the following criteria:

- Commitment to personal and professional learning and active engagement in training, peer and supervisory mentorship
- Commitment to measureable personal and organizational goals
- Openness to share learnings with mentee and progress against goals with board of directors
- Openness to strengthening organizational effectiveness and community collaboration
- Intention to stay in position for the next +2 years and nonprofit sector
- Successful interpersonal relationships

Please direct any questions to Margaret Della mdella@business.rutgers.edu or (973) 353-3507.

**To apply visit** [www.business.rutgers.edu/iel/programs/nonprofit](http://www.business.rutgers.edu/iel/programs/nonprofit)

**Application Deadline July 31, 2013**