Victoria Foundation Nonprofit Emerging Leaders Program

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Overview
- 12 Month Program, September – August, 9am-3pm at Rutgers Business School-Newark
- Personal & Leadership Development
- Management Training
- Peer Support & Network
- One on One Coaching

Victoria Foundation Nonprofit Emerging Leaders 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 12 month period, participants go through an intensive, carefully sequenced step building process, which includes individual coaching, and is 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 as well as anchored to actionable personal and organizational goals, and held accountable to these measurable standards. Participants must submit a letter of support from their organizations’ CEO and board of directors with their application. This is a formal letter of support from leaders’ organizations’ CEO and Board of Directors to participate, which acknowledges they will support and protect participants’ time away from the office for monthly sessions and one-on-one coaching.

This program recognizes the critical need for diminishing the barriers to nonprofit leadership and, subsequently, injects a strong prioritization on the next generation of leaders. Participants will have the opportunity for substantial, long-term development and will receive support from their
organization’s CEO and board of directors. The IEL will quarterly update CEOs on program and participant progress. Because this is an intensive program for only 12 months, participants are only allowed one excused absence. Tardiness to or early departures from monthly sessions will be counted as absences. Excessive absences may result in termination from the program.

These Emerging Leaders will also receive a 360 degree assessment. During this Program’s convocation event in August, Emerging Leaders will present on the goals they set and made progress towards. This event welcomes colleagues, friends and family of the Emerging Leaders. At the end of the program, the Emerging Leaders will become part of the Institute’s alumni network that will meet several times annually for continuing education and peer group sessions.

Up to 15 nonprofit leaders in the Emerging Leaders Program. Participants must be supported by an organization that is a grantee of the Victoria Foundation and 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 an “emerging leader:” mid-level manager or director of a nonprofit organization funded by the Victoria Foundation
- Commit to the nonprofit sector and the Greater Newark for two years
- Be committed to the full 12-month program (including active participation in monthly meetings, individual coaching sessions, and within alumni network – one excused absence)
- Be engaged and eager to personal and professional development
- Have full support from their organization’s CEO and board of directors
- 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 and progress against goals with CEO/ED and board of directors
- Openness to strengthening organizational effectiveness and community collaboration
- Intention to stay in Newark for the next +2 years
- Successful interpersonal relationships
- Ability to commit to 12 monthly sessions, individual coaching hours, and working on goals throughout program to present at its conclusion

Learn more about Rutgers Institute for Ethical Leadership nonprofit programs [here](#) or [Click here to Apply](#).

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