

Leadership Intensive Professional Development:

3 Ways to Access

CalSAC offers **management and leadership professional development** designed for coordinator to director level professionals in the out-of-school time field with an aspiration for advanced leadership. Our leadership programs can be **fully customized** to meet the needs of you, your team or your organization.

1 3-Day Leadership Intensive Retreats

Send individuals or small teams to our 3-Day Leadership Intensive Retreat trainings

Our retreats are designed to give ample time for sharing, reflection and planning. Participants return to work with a toolbox of valuable management and leadership strategies, a support network of peers in the field and renewed energy and confidence to lead!

Visit www.calsac.org/projects/leadership_intensive for spring 2016 dates.

Self-Reflection

Strength Based Leadership

Management

Supervision

Coaching

Management

Leadership

Management vs. Leadership

*"It's a great opportunity to learn about yourself and your style as a leader - and best of all, learn to differentiate the **distinction** between being a leader and being a manager."*

96%

of participants reported a deeper understanding of a coaching model to support staff*

Applicable tools provided, including: StrengthsFinder assessment code and access to personalized talent theme reports and resources; binder of handouts, articles and activities to implement and apply; access to electronic binder after the retreat

Design a Professional Learning Community (PLC) to meet the unique needs of your team or organization

Give participants the opportunity to share their experiences and apply learning in between practice-focused sessions that can be scheduled over time. A PLC integrates the goals and vision of the participants and content can be tailored to dig deep into specific concepts relevant to the professional and learning needs of participants.

Contact Aleah Rosario at arosario@calsac.org or (510) 444-4622 x102 to work with us!

2 Build Your Own Professional Learning Community

Enriching children by empowering professionals since 1982.

www.CalSAC.org



*Source: Leadership Intensive Retreat evaluations (Oct. 2014, Feb. 2015), n=48

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3

Leadership
Development
Institute



The LDI is the only fellowship designed for emerging leaders of color in the out-of-school time field

The goal of LDI is to create more responsive programming, policies and services that reflect the racial, ethnic and cultural diversity of California. LDI enables fellows to explore issues and uncover healthy ways to challenge, navigate and flourish in leadership roles in spite of the realities of power, privilege and oppression.



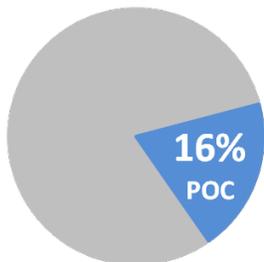
Applications now open for the 2016 Leadership Development Institute cohort!

Visit www.calsac.org/projects/leadership_ldi to apply!

The Need and Opportunity

While frontline staff reflect the diversity of the young people they serve, **often senior staff, executive directors, and board members do not.**

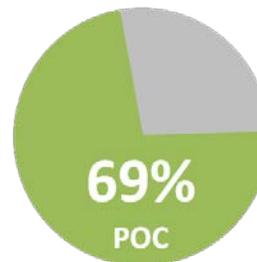
NONPROFIT EXECUTIVE DIRECTORS



Nonprofit Leadership Alliance

Possible reasons range from institutional racism to cultural barriers to advancement. One thread often heard is that frontline staff **are not ready to be successors because they are ill-prepared with the skills necessary for advancement, management, and leadership.**

AFTER SCHOOL FRONTLINE STAFF



California Employment Development Department (EDD)*

The out-of-school time field provides the opportunity to diversify upper management and executive level leadership. LDI can shape the next generation of leaders both in the out-of-school time field and in California's broader workforce.



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* 2012 After-School Program Survey, conducted by the California Workforce Innovation Network (CalWIN), in partnership with the EDD and the California Department of Education

POC = people of color