



These last two years (in the LeaderSpring Fellowship) have been my biggest growth spurt personally and professionally! LeaderSpring has helped me tremendously to see my vision, my strengths, and my weaknesses. Thank you LeaderSpring for helping find the leader in us all!

Beatriz Leyva-Cutler, Executive Director since 1991
Centro Vida: Bay Area Hispano Institute for Advancement (BAHIA)

Fact Sheet

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.*

Since 1997, LeaderSpring has awarded 173 exceptional leaders and their agencies with an intensive program of leadership development, management skills training, professional coaching, customized mentoring, peer learning, and networking. As a result, Fellows and their agencies are improving the social, economic, and personal opportunities of hundreds of thousands of people who reside in San Francisco Bay Area's most impoverished neighborhoods.

Built on a fourteen-year proven track record, and ever increasing demand for its services, LeaderSpring expects the following results from its program:

- High-performing, innovative nonprofits;
- Development and retention of top, diverse leadership and managerial talent in the nonprofit sector; and
- Improved quality or expanded scope of critical social services and advocacy programs that support primarily low-income communities.

LeaderSpring Fellows

LeaderSpring annually awards groups of 14-15 diverse and dynamic local leaders with two-year Fellowships. At any given time, at least 28 nonprofit leaders are active in the program. The majority of LeaderSpring Fellows are women and people of color, and they typically represent the communities they serve. Fellows lead organizations with a wide range of missions, including:

- Advocacy and community organizing
- Child care
- Community and economic development
- Culture and arts
- Education and after school
- Health
- Housing and homelessness
- Legal services

Fellowship Program

On behalf of their agencies, Fellows are provided opportunities to experience personal growth and achieve exponential impact in the communities they serve. Through the Fellowship, nonprofit leaders can expect to:

- Gain new skills and tools that yield practical and immediate results in their work (i.e., fund development, working with boards, finance, leadership transitions, and managing staff);
- Yield greater influence in their relationships with board, staff, clients, and other key stakeholders;
- Benefit from participating in a richly diverse local network of peer leaders;
- Learn new action strategies for preventing burn-out and experience renewal or re-commitment to their work; and

- Increase confidence in their leadership positions.

Key Program Components

- Monthly Leaders Circles: Nationally respected trainers and experienced peers help Fellows gain new and relevant management and leadership skills. To increase knowledge of one another's programs, which can lead to agency collaborations, the location of these circles rotates among Fellows' agencies.
- Executive Coaching: Fellows receive five to six months of professional coaching from experienced, highly skilled coaches.
- Customized Study Trip: Fellows travel on a multi-day trip to a nationally recognized nonprofit agency. Fellows bring back new and innovative ideas, yielding improvements in agency performance and client services.
- Retreats: Through retreats at the beginning and end of the program, Fellows gain personal renewal and build enduring relationships of trust and mutual respect through experiential learning and community building activities.
- Individualized Action Planning: Fellows carry out individualized action plans based on the current needs of their agencies, and with support of experienced peers, mentors, coaches and trainers.
- Alumni Network: Beyond the Fellowship, Fellows garner continued access to critical learning opportunities and professional peer networking through active engagement in the Alumni Network.

Outcomes

In a 2010 evaluation, Fellows reported the following outcomes at the end of the two-year Fellowship:

- One hundred percent developed partnerships and collaborations that will increase and improve services to the community.
- Sixty-two percent of respondents increased the number of clients their agency serves, and 43% increased their agency's operating budget.
- Sixty-nine percent created a new project or program, and 42% provided a service to a new population.
- One hundred percent report that they are demonstrating greater levels of excellence in their leadership and management performance.

LeaderSpring Consulting Group

The LeaderSpring Consulting Group offers consulting services to foundations, nonprofit intermediaries, and/or government agencies who wish to provide leadership development and management training to the people they serve. Our customizable services include program design, facilitation and training, needs assessment, and evaluation. Using a relationship-oriented and culturally aware approach, we strengthen the capacity of service providers to achieve greater community impact.

For more information, contact:

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