Leap Into Leadership Development Program

Sponsored by Goodwill of the Finger Lakes

Executive Summary

Goodwill of the Finger Lakes recognizes a critical and urgent reality: the future of effective leadership is at risk. As a concerning trend emerges—one marked by soaring turnover rates at the executive and senior levels—our organizations face a profound challenge. The retirement of the baby boomer generation has created a leadership vacuum, threatening to undermine our ability to steer toward long-term success.

While demographic shifts continue—albeit at a slower pace—the landscape is transforming rapidly. The competition for top talent intensifies, barriers to advancement persist, and the need for strategic leadership planning has never been more urgent. Non-profits are at a crossroads, facing the imminent departure of seasoned leaders, technological innovations, and evolving missions that redefine what leadership looks like in this new era.

In response, Goodwill of the Finger Lakes proudly introduces the *Leap into Leadership Development Program*—a transformative initiative designed to shape the next generation of leaders. This is more than just a development program; it’s a strategic investment in our most valuable asset: human capital. By empowering emerging and seasoned managers alike, we are building a resilient pipeline of leaders equipped with the skills, mindset, and agility necessary to thrive in a rapidly changing world.

Looking ahead, the future of nonprofit leadership hinges on our ability to adapt and innovate. The challenges are clear: an aging workforce, increasing turnover, and a landscape reshaped by technological advancements and shifting organizational priorities. To not only survive but thrive, we must transcend traditional strategies. We need leaders who think critically, act creatively, and lead strategically.

This is a call to action. Participation in the Leap into Leadership Program isn’t just about individual growth, it’s about securing our organization’s future. It’s about cultivating talent that will drive innovation, motivate teams, and ensure our continued relevance and impact.

Join us. Be part of this vital movement to develop the leaders who will shape the future—leaders ready to meet challenges head-on, to inspire change, and to propel organizations forward in today’s complex, competitive landscape. The time to invest in leadership is now. The future depends on it.

Sincerely,

Jennifer Lake, CE, SPHR, SHRM-SCP

President & CEO,

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Leap into Leadership is an accelerated development series, spread across six months, including a capstone project and group coaching sessions. The program is structured with three modules- The Foundations of Management and Leadership, Self-Awareness and Emotional Intelligence, Change Leadership and Resilience, and Team Building and Collaboration.

**Objectives:**

1. **The Foundations of Management and Leadership:** Enhance participants with foundational knowledge necessary to gain knowledge, understanding and application of the core principles and practices of effective management and leadership.
   * Core Principles of Management and leadership
   * Emotional Intelligence (self-awareness)
   * Effective Communication skills
   * Basics of Finance – What you need to know
2. **Change Management and Resilience:** Learn strategies to lead and manage change effectively, adapt to new challenges, and build resilience in oneself and others.
   * Understanding change management
   * Strategic and critical thinking
   * Adapting to Change and innovation – managing stress
3. **Team Building and Collaboration:** Learn how to build, motivate, and lead teams, fostering collaboration and resolving conflicts.

* Building, managing and leading effective teams – Team Dynamics
* Conflict resolution strategies
* Fostering a collaborative work environment

**Program Structure:**

* **Duration:** 6 months theory and applied learning
  + 2.5 – 3-hour sessions
  + Bi-weekly learning sessions with homework
  + Capstone project presentation

**Learning Schedule**

* September – March
* March – Capstone project presentation
* April Graduation
* December is a required internship with your current employer. With a minimum of 10 hours learning/shadowing with management/leadership and a required written summary of what you learned and how it applies to your current learning in the Leap into Leadership Development Program.
* **Format:** Combination of in-person workshops, virtual, and group coaching sessions
* **Facilitators:** In-House leaders, Community-based leaders and retired professionals.
  + Understanding ethical decision-making
  + Corporate social responsibility (CSR)
  + Building an ethical team

**Experiential Learning:**

* **Group Coaching:** Participants will be grouped to foster peer learning and collaboration, encourage diverse perspectives, enhance communication and interpersonal skills, promote accountability and commitment, and enhance the overall learning and application of the program.
* **Captone Project:** Participants will engage in a capstone project that addresses real organizational challenges, allowing them to apply their learning in practical settings.
* **Networking Opportunities:** Professional networking events and forums will enable participants to connect with senior leaders and peers (from Goodwill and community-based organizations, fostering relationships and knowledge sharing.

**Expected Outcomes:**

* Enhanced management/leadership skills: language, comprehension, and application.
* A diverse and upskilled management/leadership pipeline ready to meet current and future organizational business needs.
* Improved productivity and performance through effective management/leadership skills, competencies and application.

**Conclusion:**

In conclusion, the Leap into Leadership Development Program represents a vital commitment to nurturing our local talent and fostering a robust leadership pipeline for the Rochester and Finger Lakes region. Empowering the current and next generation of leaders with the skills and insights they need to excel; we are not only investing in individual success but also fortifying our communities and organizations for a future sustained growth and resilience. Together, we can cultivate a thriving environment where innovation and collaboration flourish, paving the way for a brighter tomorrow. Join us in this transformative journey as we shape the leaders of today for a stronger, more vibrant f