

## PROGRAM DESCRIPTION

**Leadership Development Roundtable (LDR)** is the signature program of Five Frogs, Inc., a nonprofit with the mission to build a powerful movement of diverse leaders with the competencies, mindset, drive and relationships necessary to create lasting, positive change for an equitable Connecticut.

LDR is a strengths-based, action learning experience for brave, bold leaders working for racial equity and justice. The LDR Nonprofit 2021 program will be **delivered virtually over a ten-month period in response to current circumstances related to the pandemic.**

Over the course of the program, leaders:

- acquire the mindset, knowledge, and vision to lead effectively;
- apply your learning in real-time to grow your leadership practice;
- learn from and with a diverse peer cohort;
- clarify your strengths, work one-on-one with a leadership coach, and implement a personalized development plan to ensure continuous improvement;
- learn about leading for racial equity and to dismantle systemic inequities;
- connect with the Five Frogs community to expand your professional network; and
- establish relationships that will last a lifetime.

### Program Details

LDR helps you strengthen your leadership **through practice**. The program has a “bias for action,” thus, LDR is not a class, it is an experience. You will be encouraged to try out new ways of thinking and doing to learn and build new skills. Three primary building blocks of the program are:

- **Focus on the individual:** LDR believes leaders are made, not born. Everyone can be a more effective leader with practice. Thus, you will create an actionable **leadership development plan** and use **eight one-on-one sessions with a leadership coach** for support in achieving your goals. You will also benefit from your **Changemaker Group**, a small peer group that meets regularly to support each other.



“As a leader of color, I want to see leaders in Connecticut that look like me and are reflective of the diverse society in which we live. As an alumnus of LDR, I know Five Frogs is working tirelessly to equip leaders with the tools to make that a reality. **It is also vital that the next generation of leaders believe their voice matters and that they have an equal stake in impacting the future of Connecticut.**” – LDR Leader

“This is an opportunity to become more connected with peers in the CT nonprofit community, to share what’s working well both as an individual and at specific organizations. It’s a rare opportunity to have structured time to be in a learning community with minimal interference from workplace politics, where you can problem solve together.” –LDR Leader

- **Focus on relationships:** Change happens in relationship. Big, bold change requires that leaders nurture diverse networks and trusting relationships. You will join a peer cohort of 12-15 people that gathers for virtual **Roundtable Sessions** to learn and work together. The sessions are professionally facilitated and include discussion, practice and reflection. During the sessions, leaders will also meet members of the Five Frogs network (650+ members) who join as **Featured Leaders** to share leadership insights and challenges. Along with your Changemaker Group, these relationships are often long-lasting.
- **Focus on leading for system change:** We need diverse, representative leaders working together to dismantle oppressive, racist systems and build a new future for all. There is no simple answer. In order to square the circle of complex social, economic and environmental challenges, Connecticut's leaders must innovate, experiment together, and discover new paths forward. You will participate in a profoundly transformational cohort experience centered on advancing your leadership for system change. Please visit the [website](#) for more information about our approach.

“Whether we are talking about homelessness, rising educational costs, food insecurity, the school-to-prison pipeline, immigration concerns, LGBTQ rights, or any other cause that someone cares about, none of these issues will be solved by one person, by one group, or by one community. **We need to build up each other and ensure that all voices are heard, supported, and part of the solution.**” – LDR Leader

“While every non-profit organization tackles its own obstacles on the path to executing its vision, there is an existing wealth of experience among the non-profit leaders in Connecticut. LDR works to **connect those leaders, who share their experience and insights, in a program that fosters development of strengths** that each leader brings to the table.” –LDR Leader

The program is delivered by a diverse and talented team including facilitators, leadership coaches and operations administrators. Many alumni participate in these roles and as featured guests. The Five Frogs website has a [list of past team members](#) and will soon be updated for 2021.

**Schedule:** Please review the schedule of [session dates](#). You will be counted on to participate in all of the sessions.

**Fee:** \$2,500. Generous funding partners have subsidized the cost of the program to make this individual fee possible. Depending on our ability to raise additional funds, scholarships may be available.

### **Who should apply?**

LDR is open to all leaders currently employed by a 501c3 nonprofit organization in Connecticut. Successful applicants will demonstrate an eagerness to learn and practice leadership as well as a commitment to the [mission](#) of Five Frogs. The strongest cohorts reflect diversity in race, socioeconomic status, gender, age, and experience.

Selection for participation in the cohort will be based upon priority criteria as well as composition of a strong, diverse cohort. Applications are due **January 8, 2021 by 5pm**. All applicants will receive an email regarding the outcome of your application by January 22, 2021. See our [application instructions](#) to learn how to apply!

