

## LDR NONPROFIT PROGRAM DESCRIPTION

**Leadership Development Roundtable (LDR)** is the signature program of Five Frogs, Inc., a nonprofit whose mission is 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-oriented experience designed for brave, bold leaders working for racial equity and justice. The 2022 program will be **delivered over a nine-month period using a hybrid model**. The cohort will primarily meet virtually and, on three occasions, in-person for full day sessions.

Over the course of the program, you will:

- 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 dismantling 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.” LDR is not a class, it is an experience. As a result, you will be encouraged to try out new ways of thinking and doing to learn and build new skills. Three primary components 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 relationships. Big, bold change requires that leaders nurture diverse networks and trusting relationships. You will join a peer cohort of 15 people and gather for virtual and in-person **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 (750+ members) who join as **special guests** to share leadership insights and challenges.
- **Focus on leading for system change:** What has worked in the past will not work in the future. We need diverse, representative leaders working together to dismantle oppressive, racist systems and build a new future for all. Connecticut’s leaders must innovate, experiment together, and discover new paths forward. You will participate in a profoundly transformational experience centered on advancing leadership for systems change.

“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

LDR is delivered by a diverse team of facilitators, leadership coaches and staff.

Schedule

Please review the 2022 [schedule](#). You are expected to participate in all of the sessions.

Fee

Program fees are tiered according to organizational budget:

Budget Size	Fee
< 1 million	\$2,000
> 1 million	\$2,500

“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 nonprofit 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

A limited number of partial scholarships may be available.

Who should apply?

LDR is open to all leaders currently employed by a 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, geography, age, and experience.

Applications are due **Wednesday, January 5, 2022 by 5pm**. You will receive an email regarding the outcome of your application by **January 14, 2022**. Please see our [application instructions](#) to learn how to apply and visit our [website](#) for more information. Thank you for your interest!

