

Leadership Learning Lab

Bringing Together Michigan's
Nonprofit, Business & Government
Leaders to Build Stronger
Communities

Learn. Grow. Adapt. Repeat.



2020 Schedule

Apr 15
9:30 a.m.-2 p.m. with lunch

May 20
9:30 a.m.-12:30 p.m.

June 17
9:30 a.m.-12:30 p.m.

August 19
9:30 a.m.-12:30 p.m.

September 16
9:30 a.m.-12:30 p.m.

October 21
9:30 a.m.-12:30 p.m.

November 18
9:30 a.m.-12:30 p.m.

December 16
9:30 a.m.-2 p.m. with lunch

We are based in Traverse City, but may meet
in other locations as needed per the
preference of participants.

Join us!

Leaders from the nonprofit, business and government sectors are all working in different ways to address the complex problems of our region. *What could be possible if we were better able to work across sectors and address these problems together?*

Meaningful collaboration is not easy, and it requires effective and adaptive leaders from all levels. In today's world, the conditions to be successful are constantly shifting and people need to lead with a new kind of discipline, courage and skill.

Join us for the **2020 Leadership Learning Lab** to learn, practice and experiment with a supportive circle of peers. Learn from cross-sector leaders in your own community about how to:

- be a more effective and adaptive leader
- build and sustain meaningful collaborations
- maximize your impact

The Frey Foundation, ten Michigan Community Foundations and Rotary Charities have come together to create the Leadership Learning Lab as a way to empower and connect cross-sector leaders, strengthening your organizations and the communities you serve.

Learn to work better - and learn to work better together.

FREY FOUNDATION





Program Outline

What is my commitment?

Participation in the Leadership Learning Lab requires the following commitment:

- Attendance at all 8 sessions
- 3-6 hours between sessions for homework, prep work and connecting with your learning pod (one meeting/call per month)
- Completion of a comprehensive pre-program survey
- Participation in program evaluations
- Signed confidentiality agreement
- \$300 tuition

How can I sign up?

Please complete the 2020 Leadership Learning Lab **APPLICATION FORM** and return by **January 31** to:

LLL@rotarycharities.org
Questions? Contact:
Colleen Masterson-Bzdok
at (231) 941-4010 ext. 204

Leaders at all levels from Antrim, Benzie, Grand Traverse, Kalkaska and Leelanau Counties are encouraged to apply.

Outside this area? Contact us for more information on other Leadership Learning Lab sites.

Understanding Your Leadership Style

The Leadership Learning Lab will begin by having you explore your current leadership style and the styles of the other members of the cohort. You will use the DiSC assessment to understand your leadership style in the workplace and explore how this guides your interactions with staff, funders, volunteers and community members. You will learn how to improve communication by adapting to the needs of those with different DiSC styles.

Time Management

Time management skills are essential for effective leadership and collaboration. Are you overcommitted and overwhelmed? Do you wish you had more time to focus on what is important? The Leadership Learning Lab will help you explore your relationship with time, understand common time management myths and gain new tools to help you address your most pervasive time management challenges.

Adaptive Leadership

What is adaptive leadership and why is it critical for meeting the challenges of today and tomorrow? In the Leadership Learning Lab, you will begin to gain an understanding of the mindsets and tools necessary for becoming an adaptive leader and explore how to use adaptive leadership to facilitate positive change. You will learn how to better understand common challenges in the workplace, how to identify your role and how to intervene skillfully. You will also practice coaching skills and gain tools to assist with difficult conversations.

Cross-Sector Leadership and Collaborative Skills

The Leadership Learning Lab will provide a unique opportunity to better understand the challenges of cross-sector leaders from your own community, and to explore ways to work better together.

Who else is working in your field? How could you begin to work better together? What kinds of collaborative structures and processes are necessary to support this work? How can you eliminate duplication, focus your efforts and maximize your impact by working together?

Specific topics will be tailored to the interests and needs of your cohort, based on your input in a pre-program survey and topics that emerge early in the program. Examples may include:

- Developing shared goals
- Actor mapping
- Collaborative structures
- Roles & responsibilities
- Meeting facilitation
- Decision-making processes
- Collaborative fundraising and communications
- Communication skills
- Navigating conflict

Bringing it all Together and Setting Goals for the Future

Finally, we will bring together everything you have learned in the Leadership Learning Lab, identify areas for continued growth and challenge you to set SMART goals to carry you forward. You will also have an opportunity to co-design the future of the Leadership Learning Lab and other capacity building programs and services for cross-sector leaders in the region.

Program Design Team



Freya Bradford is the Director of Systems Change and Learning for Rotary Charities and a Leadership Learning Lab facilitator.

Freya started her career in public health research and evaluation in the areas of juvenile justice, partner violence, and Native American Tribal justice systems. She returned home to the Traverse City area in 2004 to lead planning and evaluation work for the Grand Traverse Band of Ottawa and Chippewa Indians.

Freya has been with Rotary Charities for over 11 years. She helped develop organizational capacity building work through NorthSky Nonprofit Network and most recently helped lead an evolution to a new grantmaking and capacity building strategy that supports a systems change approach to address the root causes of our most complex community problems.



Lucille Chrisman is a Certified Executive Coach and consultant with over 30 years of experience working with leaders, management teams and organizations to help them gain clarity, focus and action in reaching personal and professional goals.

Prior to her work as an Executive Coach, Lucille held positions as the Vice President of Public Affairs and Executive Director of Development at Saginaw Valley State University, the Associate Director of Philanthropy for The Nature Conservancy and Corporate Trainer at the American Management Association. She has also been full-time faculty at CMU and SVSU.

Lucille is a certified coach from The Coaches Training Institute and is a member of the International Coaching Federation. She holds a Master of Arts from Central Michigan University and a Bachelor of Arts from Northern Michigan University.



Sarah Ely is a clinically-trained organizational development and learning specialist. Her early clinical experience was gained in Child and Family Service agencies, private practice and with the Salvation Army.

Sarah's less traditional applications of clinical expertise began with UAW-Ford as employee training manager and facilitator of problem-solving teams. She then served as a consultant and in-service trainer with K-12 Student Assistance Programs across Michigan, Ohio, Indiana and Kentucky. Sarah accepted a position at the University of Michigan, where she ultimately served as the Associate Director for Training with U-M Facilities and Operations.

Sarah is now Principal of Crescent Hill Consulting with diverse work involving Great Lakes Performing Artists Association, University of Minnesota-Twin Cities, Kent State University and Michigan Medicine. Sarah holds a B.S. from Vanderbilt University and an MSW from the University of Michigan.



Colleen Masterson-Bzdok is the Director of Capacity Building and Operations for Rotary Charities and the program manager for the Leadership Learning Lab. Colleen began her career as a research scientist and progressed into leadership roles in education and nonprofit management. She has over 15 years of experience working with area nonprofits as a staff member, board member, volunteer and consultant.

Working in the nonprofit sector with a focus on environment and education, Colleen led professional development opportunities for teachers, volunteers and environmental professionals as the Education Director at Inland Seas Education Association, the Education Coordinator at NMC's Great Lakes Water Studies Institute and the Education Director at the Grand Traverse Conservation District. She also served as an Adjunct Faculty member at NMC and CMU.



Megan Olds has spent her career dedicated to community growth and development, land and water conservation and restoration, food and farming systems, housing, transportation, and access to nature and outdoor recreation. Pairing her professional experience in community and organizational development with a personal zeal for building trust and openness in decision-making, Megan founded Parallel Solutions in 2014. Parallel Solutions is a Traverse City-based consulting firm supporting public, private and not-for profit clients in the Great Lakes region by providing strategic and business planning, organizational development, public-private and inter-jurisdictional partnership coordination, community and stakeholder engagement, facilitation, communications, and fundraising services.

With 20 years of experience, Megan has supported projects and served clients on efforts related to community growth and development, housing, transportation, healthcare, food and farming, land and water conservation and restoration, parks and trails, and arts and culture.

Testimonials

“Phenomenal!”

“These classes have been amazing and life-changing for me.”

“Incredibly powerful, great use of my time! I look forward to attending each month!”

“The Leadership Learning Lab is a unique, impactful experience that has exceeded my expectations by far. This is a professional development opportunity unlike anything else I've experienced in my career. The LLL has already proven more beneficial for myself, my organization, and my community than any other training I've ever participated in. I highly recommend it!”

“The Leadership Learning Lab experience has been incredibly valuable in giving me the tools and confidence I need to become an emerging leader in my organization. Having built-in opportunities to explore content in a classroom setting and then apply it in my day to day have made this a truly immersive experience. The opportunity to learn and share with peers has allowed me to build relationships that I am certain will last beyond the eight sessions.”

“I am so deeply grateful to have had the privilege to participating in the Leadership Learning Lab. I have grown tremendously and believe that my growth is not only benefiting me, but also my organization, my staff and the services that we provide in the community.”

“I cannot say enough about the Leadership Learning Lab and what the experience has done for me. The program is building stronger communities through adaptive leadership and promoting effective and efficient collaborations, and it's working. I am extremely grateful for my experience.”

“There are NO other professional development courses that are as relevant, hands-on and as real as this.”

“What it sometimes takes to help create change is a community that honors the courage in people who don't necessarily see themselves as leaders. This was the environment the LLL created and fostered; a space where trust, respect and a common vision that change for the greater good is possible, tangible and celebrated”

“A more powerful social alchemy is hard to imagine than what the results of this lab are generating.”