

Leadership is intentional

Join us for a journey of learning, connection
& community with the Leadership Learning Lab!

The Leadership Learning Lab (LLL) invests directly in leaders as a way to strengthen their organizations and the communities they serve.

The LLL is designed to help you:

- become a more self-aware, confident and adaptive leader
- develop new skills for communicating and collaborating with others
- manage your time, reduce overwhelm and focus on what is most important
- explore current topics and experiment with leading practices to support your organization
- gain a suite of practical tools and resources
- develop a network of support within the LLL - in your own community and across northern lower Michigan

"Everything that I have learned with the LLL training has been a wealth of information and resources. It is truly helping me adapt as a leader." - 2024 LLL Participant

Leaders at all Levels

This 10-month program combines monthly learning sessions, Q/A sessions, small group learning pods, individual reflection, and ongoing support.

You will have the opportunity to deepen relationships with leaders in your community and across northern lower Michigan.

We welcome leaders at all levels from nonprofit organizations, government agencies, mission-driven businesses and Tribal Nations.

Learning Session Topics

- Understanding Leadership Styles
- Adaptive Leadership
- Time Management
- Communication Skills
- Conflict Resolution
- Meeting Facilitation
- Mission-Driven Storytelling
- Board Development
- Fund Development
- Collaborative Skills
- Belonging & Connection
- Goal-Setting & Celebration

Site 1: Manistee, Mason, & Oceana Counties



2025-2026 Schedule

September 10 Kickoff & Orientation	10am-12pm	Virtual
September 16	9am-12pm	In Person*
October 15	9am-12pm	Virtual
November 4	9am-12pm	In Person*
December 10	9am-12pm	Virtual
January 14	9am-12pm	Virtual
February 10	9am-12pm	In Person*
March 11	9am-12pm	Virtual
April 14	9am-12pm	In Person*
May 6 & 20	9am-12pm	Virtual
June 2	9am-12pm	In Person*

*In September, November, February, April and June we hope to meet in-person. Based on weather and/or health-related concerns, these may become virtual learning sessions if necessary.

In-person sessions will include leaders from your local site, while virtual sessions will include leaders from across multiple Northern Michigan sites.

[Visit the LLL webpage to learn more](#)

Commitment & Expectations:

LLL participants commit to:

- Attend the LLL Kickoff & Orientation Session
- Attend 5 in-person Learning Sessions
- Attend at least 4 of 6 virtual Learning Sessions
- Devote 3-6 hours per month between sessions for prep work, homework, optional learning pods and Q/A sessions
- Complete a pre-program survey, DiSC assessment and all evaluation surveys
- Maintain confidentiality
- **Adhere to LLL norms for participation**

Tuition: \$300

Apply by June 25, 2025

How to Apply:

Complete the application online at rotarycharities.org/III

Questions?

Contact the LLL team at LLL@rotarycharities.org or your Community Foundation liaison below.

LLL is made possible by your Community Foundation, the Frey Foundation, and Rotary Charities of Traverse City.

Your Community Foundation Liaison:



Manistee County Community Foundation
Laura Heintzelman, 231-723-7269
laura@manisteefoundation.org



Community Foundation For Mason County
Andrea Large 231-845-0326
alarge@cffmc.org



Community Foundation For Oceana County
Tammy Carey, 231-869-3377
tammy@oceanafoundation.org

