



## ASSOCIATES LEADERSHIP DEVELOPMENT PROGRAM

*Engaging Diverse Talent in Core Business Strategies*

### **Purpose.**

An engaging and innovative experience providing the leadership tools to successfully navigate in the workplace. Developed for early-career professionals of color, the Associates Program focuses on career growth and building leadership capabilities. Associates develop the insight to become more effective in an organizational culture during a time of major disruption and change.

### **Overview.**

The curriculum for Associates builds competence in three key leadership areas: self-leadership, relationship skills, and organizational skills.

Each class meets virtually in monthly sessions from February-December (except August). Between sessions, Associates meet in smaller groups where they receive both professional coaching and peer feedback in applying what they've learned. Managers of Associates are also provided opportunities to engage in leadership program content during sessions conducted especially for managers of participants. During these offerings, managers consider how to support employees in their leadership development and how to lead diverse teams in a way that promotes productive relationships while connecting with core business strategies.

### **Application.**

Approximately 100 multicultural professionals are accepted into the Associates program.

**Eligibility.** Associates are open to Blacks, Asians, Hispanics, Native Americans, and South Asians from any industry.

**Application.** Professionals must submit a completed application and current resume. Materials are available on-line at <https://www.thepartnershipinc.org/contact-us/earlycareer/>

**Fee.** Associates: \$5,000

### **Benefits.**

Over the course of the program year, Fellows will:

- **Assess** personal strengths, weaknesses, and opportunities
- **Increase** influence in the workplace
- **Learn** to enhance emotional intelligence
- **Strengthen** relationships with managers
- **Understand** organizational political dynamics
- **Develop** an approach to achieve short & long term goals.

*More information:*

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## THE PARTNERSHIP, INC. MODEL FOR LEADERSHIP GROWTH

The Partnership Model for Leadership Growth is a model for individuals actively seeking to develop themselves as more effective leaders in order to make greater and more significant contributions to their organizations. This structure focuses on three major skill areas:

- Self Leadership – the capacity to drive one's own growth
- Relationship Skills – the capacity to build and leverage relationships
- Organization Skills – the capacity to understand and effectively navigate the organization

### Self Leadership

Self Leadership is the internal underpinning for effective leadership of others. Individuals possessing Self Leadership skills demonstrate the following characteristics and behaviors:

- Understanding and Management of Self
- Self-Efficacy
- Learning Approach and Mindset
- Career Growth/Work Orientation

### Relationship Skills

Relationship Skills comprise the ability to build and leverage productive, collegial relationships. Individuals possessing Relationship Skills demonstrate the following characteristics and behaviors:

- Interpersonal/Social Skills
- Strategic Relationship Building
- Influence
- Cross-cultural Communication

### Organization Skills

Organization Skills comprise the ability to understand the needs and culture of the organization and to navigate effectively. Individuals possessing Organization Skills demonstrate the following characteristics and behaviors:

- Organizational Awareness
- Political Skills
- Flexibility
- Tolerance for Ambiguity and Complexity

