



Benefits.

Over the course of the program year, Fellows will:

- **Connect** leadership potential to core business strategies
- **Understand** how unique cultural experiences can be influential assets
- **Deepen** contributions to the organization
- **Increase** objectivity to make sound judgments
- **Hone** negotiation skills and strategies
- **Build** a regional network of peers and corporate leaders

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FELLOWS LEADERSHIP DEVELOPMENT PROGRAM

Engaging Diverse Talent in Core Business Strategies

Purpose.

A dynamic, interactive program addressing today's complex challenges, Fellows was created for mid-level career professionals of color to expand leadership capabilities and establish executive presence. Developed for managers with more than five years managerial experience, the curriculum builds competency in three key areas: self-leadership, relationship development and organizational effectiveness.

An emphasis is placed on development of high-level professional skills using feedback to practice and accelerate successful outcomes crucial to individual and organizational success. The Fellows curriculum provides tools that enable participants to communicate successfully in high stakes conversations, and manage conflict productively using real-world application of a framework based on the Harvard Negotiation Project.

Overview.

The curriculum for Fellows focuses on building competency in three key leadership areas: self-leadership, relationship skills, and organizational effectiveness.

Each class convenes virtually in monthly sessions from February-December (except August). Between sessions, Fellows may assemble in their cohort groups where they receive both professional coaching and peer feedback in applying concepts from program learnings. Managers of Fellows 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 individual 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 Fellows program.

Eligibility. Fellows 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/mid-career/>

Fee. Fellows: \$7,000.



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

