

Symposium Agenda

7:00 A.M. › CONTINENTAL BREAKFAST

Open to all NeighborWorks® Training Institute participants.

8:30 A.M. › WELCOME AND FRAMING OF THE DAY

A Holistic Approach to Leadership Development

The day, hosted by an emerging leader/executive director duo, will begin with an informative, stimulating story of leadership succession to help set the tone and expectations for the day.

The morning speaker will amaze you with thought-provoking and powerful information about coming trends and will challenge your perceptions about other generations' work styles, what is meant by "succession" and "emerging leader," and your role in the developing trends.

Then, explore with your peers some provocative questions about the magnitude of impact that these trends will have on our work.

10:15 A.M. › **Moving Up, Moving On, or Moving Out: Preparedness Breakout Sessions**

Join your colleagues to learn about and discuss such topics as: "What will it take to be prepared? What are the barriers to successful preparedness?" Each breakout session offers an opportunity for in-depth learning on issues raised in the first session and for interactive discussion with your peers.

Individual Preparedness Session

This breakout session enables future leaders to focus on aspirations for the next 3-5 years and to continue career planning. Learn more about the options available to you and what you need to do to move toward your goals. Along with time for reflection, learn how to better assess your own strengths and skills. Walk away with the beginning of an action plan for yourself as well as excellent resources to keep you on the path to leadership.

Organizational Preparedness Session

This breakout session is for executive directors, senior-level managers and board members to discuss long-term and emergency succession planning; an assessment of how ready your organization is for a transition; and how to create a leadership development culture in your organization. You'll leave with a framework for an action plan for your organization.

Industry Preparedness Session

This breakout session is for funders, intermediaries and other partners with an interest in the future of the community development field. Hear about exciting approaches and what you can do now to prepare potential leaders and organizations for what's to come. You'll help shape a plan of action to guide the future of the community development field.

11:30 A.M. › LUNCHEON

The Many Faces of Leadership Succession

Enjoy a creative, multimedia showcase of the rich diversity associated with emerging leaders and seasoned executives that will shake up conventional wisdom surrounding leadership succession and generational differences.

1:00 P.M. › **Leadership Change Resources: Tools You Can Use to Stay on Target**

This afternoon plenary session will cover key concepts and practical tools for preparing yourself and your organization:

Leadership Development—Building the Power Within

Learn how to design your own work and that of your staff to increase motivation and maximize opportunities for growth; how to give up control in order to build power; and how to assess your organization's progress on leadership development.

Mentorship: A Two-Way Street

Despite the traditional view of listening to all a mentor has to teach, mentorships offer the opportunity for both mentor and protégé to learn from each other. We'll examine how this practice can be beneficial in personal leadership and organizational succession planning.

Change Management

Learn concepts and tools to use in your change management effort and how they have been successfully applied in organizational transitions. Learn how to be a change agent for yourself, your organization and the field.

Succession Planning

Forward-thinking leaders build sustainable systems of succession for their senior management and boards. Learn how to access top-notch frameworks for capacity-building and organizational transitions and how to build a system for your organization's ongoing development and excellence.

2:45 P.M. › **INSPIRATIONAL WRAP-UP**

Maximizing Opportunity to Shape Your Future

You will not want to miss this exciting, inspirational closing session! It will include an interactive discussion revisiting the provocative questions from the morning and summarizing the commitments from those willing to take steps forward to prepare themselves, their organizations, and the industry for the future. The grand finale will be an exciting, dynamic closing speaker that will leave you inspired to move forward with your plans and with a positive outlook for the future of our field!

4:00 P.M. › **ADJOURN**

5:30 P.M. › **NETWORKING RECEPTION**

Enjoy live entertainment, hors d'oeuvres and a cash bar while you meet and mingle with community development peers. Open to all NeighborWorks® Training Institute participants.