"Take the Lead. Transform Yourself and Your Community."

Competencies of LEAD Graduates

Cultural Competency
Works effectively with cultures other than one's own in personal interactions, program development, management and evaluation, and inter-organizational relations.

Advocacy
Effectively articulates issues of importance and then identifies and develops strategies to effect positive systems change.

Collaboration
Works well with other organizations/partners, effectively negotiating the highest appropriate level of collaboration to achieve common goals, and manages the collaboration to reach those goals.

Leadership
Provides effective leadership in one's present role in an organization and participates effectively in an organization-wide leadership team. Key leadership competencies and qualities include*:

Self-awareness
Reflects upon and understands personal strengths and areas for further growth. Has humility and an on-going commitment to personal reflection. Embraces challenges and mistakes as learning opportunities. Manages own emotions effectively and seeks support and nurturing when needed.

Communications
Listens deeply and respectfully to diverse and divergent information, emotions, opinions, and perspectives. Clearly articulates issues and solicits responses. Generates dialogue leading to greater understanding and comprehensive plans for action.

Judgment and decision-making
Analyzes and evaluates situations, assesses risks, and sees beyond own program to entire organization and its greater context. Knows when and where to seek additional perspectives and information, brings the appropriate people into the decision-making process, takes appropriate risks, and acts in a timely manner.

Vision, creativity, innovation
Is open to possibilities, seeks new ideas, and imagines doing things not done before. Builds a common vision.

* Leadership competencies developed with input from LeaderSpring and San Francisco Bay Area Local Initiative Support Corporation

Change agent
Questions existing situations, takes advantage of external changes to advance mission, adapts to changing circumstances, takes initiative, and leads others in change processes.

Inspiration
Inspires others to achieve a common vision. Effectively empowers, mentors, acknowledges, and appropriately rewards others.

Ethics, authenticity
Is transparent, values-driven, trustworthy, credible, respectful, and caring of others. Uses self-awareness to acknowledge own feelings and opinions. Leads by example with integrity.

Nonprofit Management

Provides effective leadership and management for program and organization-wide activities in key areas:

Program development, management, and evaluation

Financial Management

Cultural Competency

Advocacy

Human Resource Management & Internal Communications

Fund Development

Public Relations/Marketing

Strategic Planning, Strategic Thinking

Technology Use