



LEADERSHIP COLLABORATIVES

Custom Programs for Organizations + Teams

Whether you're digging into a complex industry issue, leveling up your team's leadership skills, or simply have unique training needs, Coro X's customized programs support your team's success.

ABOUT Coro X

For over 60 years, Coro Southern California has been training diverse and dynamic leaders to work in and across sectors to tackle our region's biggest challenges. Deeply rooted in Southern California, we partner with hundreds of organizations annually. Our signature programs have trained students and executives, community leaders and entrepreneurs, public officials and aspiring public servants on how to maximize their impact. In addition to Coro's in-house programs, Coro X offers customized programming ranging from short retreat-style trainings to longer-format Leadership Collaboratives tailored to your organization's needs.

OUR APPROACH

Coro builds all its programs around time-tested tools and processes to improve organizational culture, transformational & adaptive leadership practices rooted in reflection and observation, and immersive & inquiry-based leadership development experiences that empower staff at all levels.

Through a dynamic facilitation process, no two Coro X trainings are alike. The experience responds to participants' real-time challenges and each unique group's collective learning process, fortifying the immediate and applicable impact trainings have on those in the room.

DESIGNING YOUR PROGRAM

When creating any Leadership Collaborative program, Coro X engages in extensive partnership work between our program staff and your team, beginning with deep conversation with you and your stakeholders to identify needs and goals. Our program staff leverages our resources — from Coro's alumni and partner network of over 3000 stakeholders, to decades of curricular experience — to design a program that meets your organization's goals.

Our Leadership Collaboratives have ranged from four full-day sessions to multi-week immersive programs.



This is the most organized and effective leadership training I have attended.



— Coro X UCLA Alumni Scholars, 2019

WHAT IT LOOKS LIKE

Coro's programs blend experiential, classroom, and cohort-based learning. Leadership Collaboratives sessions can take place both in the classroom and in the field, and incorporate a customized curriculum of expert interviews, field placements, site visits, focus days, team-based challenges and individualized reflection, to build skills in any and all of the areas below:

- ✓ **Reflective Practice**
- ✓ **Issue-based Training**
- ✓ **Change Management**
- ✓ **Inquiry-Based Learning**
- ✓ **Systems Thinking Analysis**
- ✓ **Leadership Styles & Development**
- ✓ **Evaluating How We Think and Act**
- ✓ **Effective and Strategic Communication**
- ✓ **Working with Difference - Diversity, Equity, and Inclusion Training**

KEY COMPETENCIES DEVELOPED

CRITICAL THINKING:

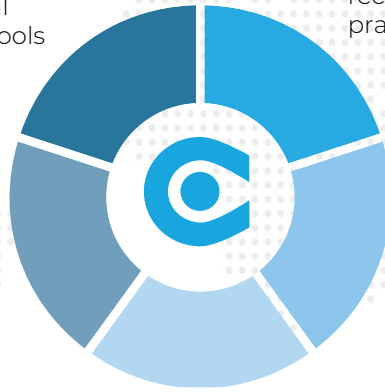
Systems thinking, effective inquiry, understanding organizational structures, problem-solving tools

SELF-AWARENESS:

Personal leadership styles, giving & receiving feedback, reflective practice, personal ecology

COMMUNICATION:

Active listening, purposeful + persuasive presentation and storytelling skills



EMPOWERED PROFESSIONALISM:

Visioning, relationship- and network-building, navigating ambiguity & change

COLLABORATION:

Assessing group dynamics, group process & decision-making, team-building, working with diverse perspectives

PARTICIPANT OUTCOMES

Coro-trained leaders leave our programs with the ability to:

- 1 Understand complex systems and diagnose multifaceted problems in order to design and pursue common sense solutions
- 2 Develop strong team relationships and partnerships, grounded in trust and purpose, to achieve shared visions
- 3 Examine their own beliefs/assumptions, and question or reaffirm their frameworks
- 4 Understand how to map the intersections of cross-sector and community landscapes
- 5 Build and leverage diverse networks across industries and traditional boundaries
- 6 Create inspiring visions of the future, and motivate and manage teams to collectively achieve them
- 7 Move themselves, their organizations, and their communities forward

CASE STUDIES: UCLA Alumni Scholars

In consultation with UCLA's Alumni Scholars advisory staff, Coro designed and delivered a skills-focused "crash course" for student leaders of two organizations that manage UCLA alumni-student relations. Through four sessions, participants dove into a wide range of leadership challenges, from systems analysis of their own organizations, to a skills workshop in public speaking and persuasively communicating personal values and purpose. Students came away with new tools in managing accountability for self and others, giving and receiving effective feedback, and identifying and working with a variety of leadership styles.

By the numbers:

100% of participant respondents noted that Coro had positively impacted their awareness of their areas of growth.

94% were likely to apply the tools and principles gained through Coro, and would recommend Coro training to others.

92% reported an increase in their abilities to:

- ✓ **manage projects effectively**
- ✓ **lead an organization/team**
- ✓ **develop fellow leaders**
- ✓ **understand and work from the perspective of others**

COST

Program fees vary, depending on scope of program. Please contact Jenny Vazquez-Newsum for pricing.

To learn more about how Coro Southern California can activate your team or organization, contact Jenny Vazquez-Newsum, VP of Leadership Programs & Training, at training@corola.org.