



PROGRAM BENEFITS FOR ORGANIZATIONS

INTRODUCTION

The *Coro Lead Programs - Lead LA and Lead SoCal* - provide diverse cross-sectoral cohorts of regional professionals the leadership and management skills, create spaces to practice professional growth, and develop meaningful networks to expand their capacity for impact within their teams, organizations, and communities. Your investment in high-performing staff is crucial to the success of your organization and yields a variety of benefits:

“[Coro Lead Programs] not only gave me the opportunity to build relationships and learn from amazing people from across the region’s nonprofit, business, and government sectors, but it helped me understand my leadership style, other people’s styles, and how to work more effectively together.”

- David Levitus (Lead LA 1), Founder & Executive Director, LA Forward

- **VALUE & LOYALTY:** Demonstrates your commitment to employees leading to higher productivity and loyalty.
 - **LONGEVITY:** Critical element of succession planning for employees who should be retained and prepared for leadership roles.
 - **MOTIVATION:** Incentivizes all employees by showcasing how hard work and commitment to the organization is rewarded.
- **CAPACITY:** Increases the skills of employees in critical positions that can be incorporated departmentally and instilled in their direct reports and colleagues.

PROGRAM BENEFITS FAQs

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What will my staff participating in the Coro Lead Programs do?

The Coro Lead Programs encompasses 70-80 hours of facilitated leadership and professional development training programming from September to May. Meeting about once-to-twice a month, participants learn from 1) peer coaching, 2) experienced leadership, mindfulness, and DEI facilitators, and 3) the broader Coro, Lead Programs, and regional community through Coro's unique blend of experiential programming to stretch their professional and management skill set through doing.

The Coro Lead Programs are broken into five components: 1) **Orientations** - kickstart the cohort-building process and begin the Issue Day planning; 2) **Logic Study** - pressure-test of the cohort's leadership skills to highlight their baseline management and professional defaults; 3) **Leadership Retreats** - facilitated professional, management, and leadership development skill-building sessions; 4) **Issue Days** - cohort curated and led explorations of a regional challenge to stretch their professional and leadership development in a real-time setting; and 5) **Peer Consultancy** - an adaptive leadership peer coaching module to better diagnose a professional challenge and determine possible steps to test solutions.

What will my staff participating in the Coro Lead Programs learn?

Of past participants, 93% agree that their participation increased their leadership skills. The Coro Lead Programs, 1) prompts participants to engage in deep professional and leadership reflection, 2) empowers participants with time-tested professional, leadership, and management skills, tools, and frameworks, and 3) invites participants into a community eager to collaborate with, learn from, and support each other.

The curriculum includes a wide range of professional skills-building:

- Adaptive Leadership
- Diversity, Equity, Inclusion, Belonging (DEIB) and Anti-Racism
- Effective Communication
- Effective Inquiry and Critical Thinking
- Giving and Receiving Feedback
- Interpersonal Leadership Styles™
- Managing Diverse Teams
- Mindfulness and Gratitude Practices
- Project Management Tools
- Public Narrative Frameworks
- Self-Awareness and Self-Management Tools
- Stakeholder Analysis and Coalition Building

The Logic Study and Issue Days serve as a vehicle for your staff to exercise leadership and management skills-building in a real-time setting, enhancing their knowledge of the region, while also practicing their professional development in an experiential way.

How will their participation directly impact my organization?

The Coro Lead Programs create opportunities for participants to bring their work explicitly into the program, creating a direct benefit for organizations. These opportunities include:

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- **Personal Leadership Commitments** - each participant names a specific area of growth they plan to practice over the course of the program.
- **Peer Consultancy** - the peer consultancy case enables your staff to bring into the program a real-world professional challenge they or your team/organization is seeking to address and to seek peer coaching from their cohort.
- **Exploring Tough Interpretations** - an adaptive leadership module that builds on Coro's effective inquiry, giving and receiving feedback, and effective communication tools to illuminate your staff's resistance to change.
- **What? So, What? Now, What? Stand** - a concluding activity when your staff will synthesize the program's impact and set commitments to continue their capacity building.

Moreover, past participants repeatedly acknowledge how they brought the leadership and professional development tools, concepts, and frameworks from our program sessions into their workplace, implementing new group effectiveness, inquiry, and system thinking processes that enhanced the overall capacity of the team and organization.

[What is the cost and is it worth the investment?](#)

The Coro Lead Programs provide exceptional value to both individuals and organizations at approximately \$60 per facilitated hour of leadership development training. For the 2022-2023 programs, Lead LA tuition is \$4,950 and Lead SoCal tuition is \$3,950. The tuition covers:

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| <ul style="list-style-type: none">● 70-80 hours of expert facilitated learning, materials, and instruction● Interpersonal Leadership Styles™ assessment and materials● Overnight double-occupancy accommodations during the Opening Leadership Retreat● 7 meals during the Opening Leadership Retreat● Lunch during full-day, in-person sessions● Closing Ceremony reception | <ul style="list-style-type: none">● Issue Day Planning Stipends● Periodic Coro and Lead Program continuing learning and networking events● Access to Coro Lead Programs GSuite platforms, Trello, and Slack accounts● Upon successful completion, a Coro Lead Programs certificate of completion and access to the Coro community and special alumni-only events, programming, and platforms |
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What other organizations have supported participants in the past?

40% of 2021-2022 Lead Programs participants secured full or partial financial assistance from their employers as part of their organization’s professional development efforts. Additionally, Coro has developed the **Organizational Commitment Benefit Program**:

- 15% tuition discount if two (2) or more individuals from the same organization apply and participate in either of the 2022-2023 Lead Programs cohorts.
- 10% tuition discount if someone from a previous program year participating organization applies and participates in the either 2022-2023 Lead Programs cohorts.

Since its launch, a wide range of private, public, and non-profit organizations have financially supported - either fully or partially - their team members in participating in the Coro Lead Programs. These include:

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| <ul style="list-style-type: none"> ● ACLU Southern California ● Alliance College-Ready Public Schools ● Annenberg Foundation ● Art Center College of Design ● Asian Americans Advancing Justice - Los Angeles ● Best Best & Krieger LLP ● Better World Group ● Buchalter ● Buro Happold Engineering ● California Resources Corporation ● Cause Communications ● Center for Policing Equity ● Chrysalis ● City of Los Angeles Department of Cultural Affairs ● City of Los Angeles Department of Public Works ● Civic Innovation Lab ● Community Coalition ● Community Partners | <ul style="list-style-type: none"> ● Downtown Santa Monica, Inc. ● ECMC Foundation ● Gensler ● Hispanas Organized for Political Equality ● Hospitality Training Academy ● KIPP LA Schools ● LA’s Best ● Los Angeles Homeless Services Authority ● Los Angeles Philharmonic ● Lyft ● Moulton Niguel Water District ● Multicultural Learning Center ● My Friend’s Place ● Office of Councilmember Joe Buscaino (CD 15) ● Office of Councilmember Paul Koretz (CD 5) ● One Table ● Partnership for Los Angeles Schools | <ul style="list-style-type: none"> ● Pepperdine School of Public Policy ● Phoenix LA ● Prism ● Southern California Edison ● Southern California Grantmakers ● Southern California Regional Rail Authority ● Stratiscope ● Taproot Foundation ● The Actor’s Gang ● The Broad Center ● The LA Trust for Children’s Health ● UCLA Hispanic American Periodicals Index ● UCLA Luskin Center for History and Policy ● US Bureau of Ocean Energy Management ● USC Rossier School of Education ● United Airlines ● Verizon ● YWCA of Greater LA |
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CORO LEAD PROGRAMS

(Lead LA & Lead SoCal)



What is the make-up of the Coro Lead Programs' cohorts?

Coro values diverse perspectives, identities, experiences, and world views represented in programming and program participants. We believe that all participants benefit from having many facets of diversity represented in their Coro experience. Coro programs enable your team members to not only learn from best practices from your own industry or sector, but also from those working in other industries and sectors, finding opportunities to better collaborate and enhance your organization's ability to impact your mission.

The 2021-2022 Coro Lead Programs applications represented a diverse cross-section of the region, particularly by sector (32% public, 29% nonprofit, 18% private, 22% mixed) and race (25% White, 21% Latino/a/x, 18% Black, 14% Asian/South Asian, and 22% Other/Two or More races).

Who is an ideal candidate for the Coro Lead Programs?

Coro aims to have both Lead LA and Lead SoCal participants reflect the make-up of the region, representing a wide array of backgrounds, experiences, beliefs, and identities.

Both Lead LA & Lead SoCal are for those who:

- ✓ are committed to deepening their professional leadership capacity,
- ✓ are currently in or would like to kickstart the transition into leadership roles or positions, and
- ✓ are looking to expand their professional and personal network.

Lead LA is best for those who:

- ✓ live and/or work in Greater Los Angeles, and
- ✓ are able to conduct **most** programming in-person.

Lead SoCal is best for those who:

- ✓ live and/or work in Southern California (*defined as San Luis Obispo/Kern/San Bernardino counties south to San Diego/Imperial counties*), and
- ✓ are able to conduct the program **mostly** virtually (*note: the Opening Leadership Retreat will be a multi-day in-person retreat combined with the Lead LA cohort & the Closing Leadership Retreat will be a full-day in-person session with only the Lead SoCal cohort*).

Someone from our team/organization has already participated in a Coro program/the Coro Lead Programs. Is it worth others doing so too?

The short answer: **Yes!** Our participants bring back the tools, concepts, and frameworks to their teams, but the ones who acknowledge developing the deepest impact within their organizations are those who have other alumni working alongside them. The more Coro Lead Programs participants and alumni you have on your team/in your organization, the stronger the multiplier effect will be.

Many organizations, such as Arts Center College for Design, Best Best & Krieger LLP, California Resources Corporation, Chrysalis, Community Partners, Los Angeles Homeless Services Authority, Partnership for LA Schools, Phoenix LA, the U.S. Department of Justice, and numerous City of Los Angeles departments and city

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council offices, have all sent and/or financially supported multiple participants through the Coro Lead Programs.

By reinforcing the skills, deepening the reach of the knowledge, and expanding the overall network, the more of your team members who go through the Coro Lead Programs, the more impactful your organization can be. This is the reason we launched our **Organizational Commitment Benefit Program** (see details above).

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