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1. What is Coro Southern California?

Coro Southern California (Coro) believes that Southern California needs a community of leaders who can engage in systems thinking and possess the ability to collaborate with other innovators across sectors, ideologies, and backgrounds. To accomplish that vision, Coro's programs blend experiential, classroom, and cohort-based learning to develop key leadership competencies.

Founded in 1957, Coro runs a variety of in-house and customized programs all toward a goal of providing emerging leaders with critical thinking, self-awareness, communication, collaboration, and network-building skills to impact change.

2. What is Coro Lead LA?

Coro Lead LA provides diverse cross-sectoral cohorts of regional professionals the leadership and management skills, knowledge about the region, and a network of other such professionals necessary to expand their capacity for impact within their teams, organizations, and communities.

Lead LA is the perfect Coro professional, part-time leadership development program for professionals looking to 1) expand their professional network, 2) gain time-tested leadership skills to enhance their work, and 3) learn more about the Greater Los Angeles region and how you can make an impact, regardless of your professional role and responsibilities.

Across approximately nine-months, you'll learn from 1) peer coaching, 2) experienced leadership, mindfulness, and DEI facilitators, and 3) the broader Coro and regional community through Coro's unique blend of experiential and cohort-driven programming

to stretch your professional and management skill set through doing.

3. What can I expect from my participation in one of the Coro Lead LA?

Coro Lead LA meets for about 86 hours of professional development programming from early September to early May, meeting about 9 hours per month. You can also expect about 10 hours spent outside of sessions on minimal Issue Day team group work and other assignments.

The Program is broken into five components:

- **Orientation** - Kickstarts the cohort-building process and begins the Issue Day planning
- **Opening Retreat** - a three-day, two-night off-site retreat where the cohort engages in intensive skills foundation laying and relationship building
- **Logic Study** - A pressure-test of the cohort's leadership skills to highlight your baseline management and professional defaults while exploring the unique dynamics of a part of Los Angeles
- **Leadership Forums** - Full-day facilitated professional, management, and leadership development skill-building sessions
- **Issue Days** - Cohort-led explorations of a regional challenge to stretch your professional and leadership development in a real-time setting. Teams are provided both in-session and optional scheduled post-session time to plan; Issue Days may also require out-of-session planning. The cohort selects both the topics and the teams. Topics to select from include:
 - Arts, Entertainment, and the Creative Economy



- Education, Workforce Development, and Income Inequality
- Energy, Environment, and Transportation
- Housing, Homelessness, and Urban Design
- Law, Justice, and Public Safety
- Public Finance, Civic Engagement, and Social Responsibility
- Public Health and Social Services

Explore the [2023-2024 Lead LA program calendar](#) linked on the program website for the dates, times, and cadence of these program components and the programs' attendance policies.

4. What will I learn during my participation in one of Coro Lead LA?

Of past participants, **94%** agree that their participation **increased their leadership skills** and **95%** say they are **likely to apply the tools and principles gained** through their participation.

Coro Lead LA 1) prompts you to engage in deep professional and leadership reflection, 2) empowers you with time-tested professional, leadership, and management skills, tools, and frameworks, and 3) invites you 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
- Group Effectiveness
- Interpersonal Leadership Styles™
- Managing Diverse Teams

- Mindfulness 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 you to exercise leadership and management skills in a real-time setting, practicing their professional development in an experiential way, while also enhancing your knowledge of the region.

5. How might my team or organization benefit from my participation in Coro Lead LA?

Coro Lead LA creates opportunities for you to bring your work into the program, creating a direct benefit for organization. These opportunities include:

- **Personal Leadership Commitments** - you will name a specific area of growth you plan to practice over the course of the program.
- **Peer Consultancy** - the peer consultancy case enables you to bring into the program a real-world professional challenge you are seeking to address and to seek peer coaching from your 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 resistance to change.
- **What? So, What? Now, What? Stand** - a concluding activity in which you will synthesize the program's impact and set commitments to continue your capacity building beyond the conclusion of the program.



We have also prepared the [Program Benefits for Organizations FAQs](#) linked on the program website to assist with organizations recognizing the significant value of your and other team members' participation in Coro Lead LA.

7. How is Coro Lead LA different from...

University-based executive leadership programs:

Aside from being significantly less costly, the biggest difference is in structure. Coro Lead LA is rooted in **experiential learning**. While most executive leadership programs based at major universities follow a similar lecture-seminar classroom format, Coro Lead LA uses facilitated exploration of leadership techniques and management tools in a constant state of discovery and practice. Coro facilitators are not teachers, but rather cultivators of the knowledge and experience for the cohort to drive the exploration.

The content is therefore less theoretical or abstract and allows for individuals and the cohort as a whole to leverage the frameworks and skills to respond to real-time, real-life situations present in the cohort's day-to-day professional lives. Moreover, the content and experiences build on and reinforce each other rather than sit as stand alone courses.

The second difference is the cohort design. As with all Coro programming, the cohort serves as a force multiplier of the facilitator's training. Since cohorts are selected to be representative of leadership styles, backgrounds, experiences, and sectors, and since each member of the cohort has indicated an intent to be present not only for their professional development, but also for the entire cohort's development, Coro Lead LA can provide a **deeper**

and more fast-paced exploration of leadership tools, techniques, and knowledge.

Non-university based leadership/professional development programs:

Coro's proven model for program development and delivery sets it apart from other leadership and professional development programs. At the core of Coro's programming is the belief that **meaningful impact comes from collaboration** across sectors and backgrounds and shared interest and dedication to effective inquiry (both internal and external) and systems thinking.

Coro Lead LA is as much about individual development as it is about regional development. Coro Lead LA, unlike other similar programs, will simultaneously enhance the participants' knowledge about themselves and others, about challenges and possible solutions surrounding us, and how they can, individually, collectively as a network, and through their organizations, impact and improve their teams and communities in a positive way.

This proven model is why Coro programs nationally train over 1,000 people per year with more than 10,000 program alumni actively serving as leaders across all sectors and fields. Lead LA does not just provide you access to a Los Angeles or Southern California network, but to a **nationwide network**.

8. What can I expect if virtual delivery is necessary?

Coro plans to deliver the 2023-24 Lead LA 6 cohort in-person (*with some virtual sessions for select Issue Day benchmark meetings with the facilitator, see the program calendar posted on the program website for details*).



However, the COVID-19 pandemic changed the way we, as a society, conduct professional activities and provide services and therefore, Coro remains ready and prepared in the event public health mandates require us to pivot to virtual delivery.

Coro has found ways to minimize the learning loss some might have experienced with virtual programs. Moreover, virtual delivery enables the participants to gain access to an increased array of diverse perspectives.

To prepare for a virtual pivot, Coro has developed the program calendar to allow for seamless transition between in-person and virtual. While we do not anticipate this needing to occur and have a range of COVID-19 policies in place to promote a healthy and safe learning environment, we ask that participants are prepared for such a circumstance.

The pandemic has highlighted that what has the deepest impact is social proximity, not necessarily physical proximity, and Coro has used this new knowledge to craft learning spaces that are interactive and experiential, providing space and opportunity for cohort-members to build long lasting relationships and bonds.

9. How much does Coro Lead LA cost & what sort of financial support is available?

Coro Lead LA provides exceptional value to both individuals and organizations at approximately \$65 per facilitated hour of leadership development training.

Do not let financial concerns prevent you from applying. Coro actively seeks cohorts of multiple perspectives, backgrounds, and experiences and we will work with you to the best of our ability if you are accepted into Coro Lead LA.

For 2023-2024, Lead LA tuition is \$5,500. The tuition covers:

- Over 85 hours of expert facilitated learning, materials, and instruction
- Interpersonal Leadership Styles™ assessment and materials
- Two night double-occupancy accommodations at the Opening Leadership Retreat (*note: you can reserve a single-occupancy room for the Opening Leadership Retreat for an additional room fee of \$550*)
- All meals during the Opening Leadership Retreat
- Lunch during full-day, in-person sessions
- Closing Ceremony reception
- Issue Day Planning Stipends
- Periodic Coro continuing learning and networking events
- Access to Coro Lead LA GSuite platforms, Trello, and Slack accounts
- Upon successful completion, a Coro Lead LA certificate of completion and access to the Coro community and special alumni-only events, programming, and platforms

You may incur additional incidental expenses due to your participation, such as transportation and parking costs and additional meals outside of those provided by Coro.

Employer and Sponsor Assistance: 57% of 2022-2023 Lead LA participants secured full or partial financial assistance from their employers as part of the organization's professional development efforts or from third-party sponsors. **We encourage you to speak with your employer or to engage your network about potential support.** We have provided a [Program Benefits Guide for Organizations FAQs](#) linked on the program website



to assist with employer and/or sponsor conversations.

Coro Discounts: For the 2022-23 Lead LA 5 program year, 67% of participants received at least one Coro Discount. Coro provides a variety of discounts to eligible Lead LA participants, including the Alumni Referral Discount, Early Decision Discount, our Organizational Commitment Benefit Discounts, and the Coro Partners Discount. **Note: Participants are only able to receive one discount, even if eligible for multiple. Coro will apply the largest discount if eligible for multiple.** Receiving a Coro Discount does not preclude you from also requesting and being considered for a Coro Scholarship.

Alumni Referral Discount (4.5% discount): Any applicant who is nominated by a member of the Coro alumni community who opts into the [Alumni Referral Program](#) is eligible for a **\$250 discount**, if accepted and completes the onboarding process by the deadlines listed in their decision notification. *Note: the nominating alumnus/a must complete [this nomination form](#) for the applicant and opt into the Alumni Referral Program before the applicant applies to be considered eligible.*

Early Decision Discount (5.0% discount): Any applicant who submits their application by 11:59 pm PT on Sunday, April 30, 2023 will be eligible for an **automatic \$275 discount**, if accepted.

Organizational Commitment Benefit Discounts:

- 15% tuition discount if two (2) or more individuals from the same organization apply and participate in the 2023-2024 Lead LA 6 cohort.
- 10% tuition discount if someone from a previous program year participating organization applies

and participates in the 2023-2024 Lead LA 6 cohort. You can find a list of all past participating organizations on the [program website](#).

Coro Partners Discount (20% discount): Coro Partners uplifts Coro's desire to be a leadership and professional development partner with regional organizations. This retainer-style collaboration enables organizations to have discounted guaranteed seats in a range of Coro's programs, as well as have access to discounted Coro X trainings for their team members. In this manner, organizations partner with Coro to augment their leadership, professional, and management development efforts to invest in their teams and team members all toward enhancing their capacity for impact and change. ***If you are interested in exploring more about Coro Partners for your organization, contact Carson Bruno, Vice President of Growth, at carson@corola.org.***

Coro Scholarships: For the 2022-2023 Lead LA 5 program year, 80% of participants who requested scholarship received partial, need-based Coro scholarships. If you are interested in being considered for partial, need-based scholarships, complete the scholarship questions on the application.* ***Scholarships typically range between 10% and 20% of tuition.*** Coro strives to provide financial support to all accepted candidates demonstrating need, but scholarships are not guaranteed.

**If applicants do not complete the scholarship questions on the application, Coro will not consider the applicant for scholarship assistance.*

Payment Plans: Coro has available a variety of payment plan options for Lead LA to spread the tuition across the program length. Plans will be



communicated to accepted candidates at the time of decision.

10. What is the application process?

You may contact Carson Bruno at carson@corola.org to learn more about the programs, complete the [Interest Form](#) linked on the program website to be notified of important dates and upcoming events, and/or attend our Program Alumni and Recruitment Mixer (*registration details posted at corola.org/lead-programs*).

Applications open on March 9, 2023 with an early decision application deadline* of 11:59 pm PT on Sunday, April 30, 2023 and a regular decision application deadline of 11:59 pm PT on Wednesday, May 31, 2023.

Applications are online and include basic demographic information, three (3) essays, and a professional reference. If you are interested in being considered for limited, need-based scholarship support, be sure to complete those questions prior to submission.

The application form is not extensive and can be completed in less than one (1) hour, but **the application cannot be saved and therefore, must be completed and submitted in one sitting**. It is recommended that you type your essay responses in your word processing software of choice and copy and paste your responses into the application.

**The early decision application deadline automatically makes the candidate eligible for a \$275 tuition discount, if accepted.*

11. I have submitted my Coro Lead LA application. What happens next?

After the deadlines, the Selection Committee will meet to review all received applications. If deemed necessary, a member of the Selection Committee may contact your provided professional reference. Following or prior to a conversation with the provided reference, Coro reserves the right to schedule and conduct phone or Zoom interviews with candidates. If necessary, more details will be provided regarding interviews.

After the Selection Committee has made their decisions, Coro will contact candidates via email (*using the email provided in the application*). These notifications are usually sent within one to two weeks following the application deadline.

If accepted, candidates will be required to complete an Onboarding Form to confirm their participation and submit the required first program payment (as outlined in their Tuition Commitment Form, following submission of their Onboarding fForm).

In addition to tuition information, a headshot, bio, and religious, mobility, and dietary considerations, the Onboarding Form will require acknowledgement via electronic signature of Coro's current COVID-19 policies.

Participants will also be informed of other program items to prepare for the Orientation and Opening Retreat by the program staff.

Waitlisted candidates will be notified as/if spots become available and will have 48 hours to confirm participation by completing the next steps as instructed.



12. What is Coro Lead LA's attendance policy?

Coro uses experiential, cohort-learning learning methodology. Being present at and actively participating in sessions and being responsive between sessions to other cohort members and the program facilitator are vital components to your leadership and professional development and the program's success. **As any Coro alum will tell you, "you get out of a Coro program what you put into a Coro program."** Missing sessions is both disruptive to your learning as well as the other program participants.

Based on participant feedback, it is best to consider your participation in Coro Lead LA as an extension of your professional obligations and responsibilities. As such, **we recommend that at the time of application submission, you hold all program sessions on your calendar and begin to have conversations with your employer/supervisor about the time commitments of the program.** Please review the [Lead LA](#) program calendar posted on the program website for program dates/times.

We recognize that unanticipated scheduling conflicts can and do arise. Therefore, **Coro allows up to a total of four (4) absences.** If a participant accrues more than the allowed number of absences, they may be asked to leave the program.

Due to the significant amount of content covered and the foundation laying for the program and cohort's development, attendance at **the entire Opening Leadership Retreat is mandatory.**

If any applicant has significant scheduling conflicts for the program dates, they should speak with the program facilitator prior to applying to determine if accommodations can be made.

13. What are Coro Lead LA's COVID-19 policies?

Coro is committed to ensuring the public health of our participants and community; all Lead LA participants will need to review and acknowledge via signature the [COVID-19 Guidelines of Conduct for Participants](#), [COVID-19 Waiver of Liability](#), and [COVID-19 Vaccination Policy](#).

In case the County of Los Angeles Department of Public Health or relevant public health agency provides guidance or rules that limit the ability of in-person programming due to COVID-19, Coro is prepared to continue the program virtually. In this event, the session dates and times will remain the same and the program facilitator will communicate adjustments to the schedule. Virtual Opening Leadership Retreat sessions will still occur within the dates and times provided above.

Lead LA participants should be prepared to move between the in-person and virtual modes throughout the duration of the program and commit to the obligations for both sequences. In the event of virtual delivery, participants will need access to Zoom, GSuite, and a stable internet connection. If virtual delivery becomes necessary and these latter requirements pose any issues, please contact Coro so that we can make suitable arrangements to ensure your successful participation.