

# CORO LEAD LA PROGRAM BENEFITS FOR ORGANIZATIONS FAQs



## INTRODUCTION

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.

"[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

Your investment in high-performing staff is crucial to the success of your organization and team and their participating in Coro Lead LA yields a variety of benefits:

- **CAPACITY:** Increase the skills of employees in critical positions that can be incorporated within and across organizational departments and instilled in their direct reports and colleagues.
- **LONGEVITY:** Invest in employees who should be retained and prepared for leadership roles within the organization and team.
- **MOTIVATION & PRODUCTIVITY:** Demonstrate your commitment to employees leading to higher productivity and loyalty; incentivize all employees by showcasing how hard work and commitment to the organization is rewarded through professional development opportunities.

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[FOR MORE DETAILS ON HOW TO SUPPORT A CANDIDATE:](#)

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## What will my staff participating in Coro Lead LA do?

Coro Lead LA encompasses about 86 hours of facilitated leadership and professional development training programming from early September to early May. Meeting about 9 hours per 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) **Orientation** - Kickstarts the cohort-building process and begins the Issue Day planning; 2) **Opening Retreat** - a three-day, two-night off-site retreat where the cohort engages in intensive skills foundation laying and relationship building; 3) **Logic Study** - pressure-test of the cohort's leadership skills to highlight their baseline management and professional defaults while exploring the unique dynamics of a part of Los Angeles; 4) **Leadership Forums** - facilitated professional, management, and leadership development skill-building sessions; and 5) **Issue Days** - cohort-led explorations of a regional challenge to stretch their professional and leadership development in a real-time setting.

## What will my staff participating in Coro Lead LA learn?

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 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
- Group Effectiveness
- Interpersonal Leadership Styles™ Assessment
- 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 your staff to exercise leadership and management skills in a real-time setting, practicing their professional development in an experiential way, while also enhancing their knowledge of the region.

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## [How will their participation directly impact my organization?](#)

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

- **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 in which your staff will synthesize the program's impact and set commitments to continue their capacity building.

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?](#)

Coro Lead LA provides exceptional value at approximately \$65 per facilitated hour of leadership development training. For 2023-2024, Lead LA tuition is \$5,500. The tuition covers:

- Over 85 hours of expert facilitated instruction
- Interpersonal Leadership Styles™ assessment
- Two night double-occupancy accommodations at the Opening Leadership Retreat
- All participant meals 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

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## What other organizations have supported participants in the past?

57% of 2022-2023 Lead LA 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 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](#).

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 Coro Lead LA. These include:

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| <ul style="list-style-type: none"><li>• ACLU Southern California</li><li>• Alliance College-Ready Public Schools</li><li>• Annenberg Foundation</li><li>• Art Center College of Design</li><li>• Asian Americans Advancing Justice - Los Angeles</li><li>• Best Best &amp; Krieger LLP</li><li>• Better World Group</li><li>• Buchalter</li><li>• Buro Happold Engineering</li><li>• California Resources Corporation</li><li>• Cause Communications</li><li>• Center for Policing Equity</li><li>• Central City Association of Los Angeles</li><li>• Children's Institute Inc.</li><li>• Chrysalis</li><li>• City of Los Angeles Department of Cultural Affairs</li></ul> | <ul style="list-style-type: none"><li>• City of Los Angeles Department of Transportation</li><li>• City of Los Angeles Department of Public Works</li><li>• Civic Innovation Lab</li><li>• Community Coalition</li><li>• Community Partners</li><li>• Downtown Santa Monica, Inc.</li><li>• Downtown Women's Center</li><li>• ECMC Foundation</li><li>• Edgility Consulting</li><li>• Gensler</li><li>• Hispanas Organized for Political Equality</li><li>• Hospitality Training Academy</li><li>• KIPP LA Schools</li><li>• LA's Best</li><li>• Los Angeles County Federal of Labor, AFL-CIO</li><li>• Los Angeles Homelessness Services Authority</li><li>• Los Angeles Philharmonic</li></ul> | <ul style="list-style-type: none"><li>• Lyft</li><li>• Marathon Communications</li><li>• Moulton Niguel Water District</li><li>• Multicultural Learning Center</li><li>• My Friend's Place</li><li>• National History Museums of Los Angeles County</li><li>• Office of Councilmember Joe Buscaino (CD 15)</li><li>• Office of Councilmember Paul Koretz (CD 5)</li><li>• One Table</li><li>• Partnership for Los Angeles Schools</li><li>• Pepperdine School of Public Policy</li><li>• Phoenix LA</li><li>• Plant Prefab</li><li>• Prism</li><li>• Sequoyah High School</li><li>• SoCalGas</li><li>• Southern California Edison</li></ul> |
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- 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 Alumni Association
- UCLA Hispanic American Periodicals Index
- UCLA Luskin Center for History and Policy
- US Bureau of Ocean Energy Management
- USC Rossier School of Education
- USC School of Cinematic Arts
- United Airlines
- Verizon
- YWCA of Greater LA

## [What is the make-up of Coro Lead LA's 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.***

Since the program's launch in 2018, Coro Lead LA applications have represented a diverse cross-section of the region, particularly by sector (41% nonprofit, 23% private, 20% public, 14% mixed/other) and race (35% White, 20% Latino/a/x, 14% Black, 9% Asian/South Asian, 4% Middle Eastern, and 18% Other/Two or More races).

## [Who is an ideal candidate for Coro Lead LA?](#)

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

### **Ideal Lead LA participants:**

- ✓ live, work, and/or serve communities in the Greater Los Angeles area,
- ✓ are committed to deepening their professional leadership capacity,
- ✓ are currently in or would like to kickstart the transition into leadership or management roles or positions,
- ✓ are looking to expand their professional and personal network,
- ✓ view leadership as an action versus a title or role,
- ✓ are interested in learning more about the region, its challenges, and how collaboration can lead to impact and change,
- ✓ are able to conduct programming in-person and meet the program attendance requirements.

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## [Someone from our team/organization has already participated in a Coro program/ Coro Lead LA. Is it worth others doing so, too?](#)

**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 LA 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, Buro Happold, California Resources Corporation, Chrysalis, Community Partners, ECMC Foundation, Los Angeles Homeless Services Authority (LAHSA), Partnership for LA Schools, Phoenix LA, the U.S. Department of Justice, and numerous City of Los Angeles departments and city council offices, have all sent and/or financially supported multiple participants through Coro Lead LA.

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

## [Select Employer Testimonials](#)

“Serving mainly public agencies, Best Best & Krieger LLP has greatly benefited from the training our lawyers have received from the Coro Lead LA. They have supplemented their legal skills and talent **with a deeper sensitivity to the human motivations and policy implications of the work our clients seek from us.** Tuning into and understanding the subtle connections and political nuances inherent in any organization can sometimes take years of trial and error.

**The knowledge and background Coro has given our associates has fast-tracked them to positions of greater leadership and responsibility within the firm and with our clients.** The benefits are double-fold: our law firm has become better and stronger, and the cities, water districts and other public entities with whom we work get a level of service infused with greater insight and dedication to the public good.

Our Coro-trained lawyers have become key team members for the clients they serve. They willingly step up to challenges; they reach out to their colleagues and clients in honest, respectful and meaningful ways to connect and come up with legal solutions that make policy sense. **Their work is more sophisticated and, frankly, fun.**”

Ruben Duran  
Managing Partner  
Best Best & Krieger LLP

“Chrysalis has significantly benefited from staff member participation in Coro mid-career programs. Our staff that have participated in Lead LA, Women in Leadership, and the Workforce Leadership Network have

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accelerated their professional development and helped us to address some of the biggest challenges our organization faces. ***Most of our Coro graduates have been promoted to greater levels of responsibility and influence at Chrysalis***, and I am certain that the unique leadership development programs offered by Coro played a major role in their success.”

Mark Loranger  
President and CEO  
Chrysalis

“Coro provides an excellent variety of programs that are beneficial to individuals at various stages of their career. All of our team members at SCE who have participated in Coro programs have consistently ***walked away with tangible learnings that have helped them develop their career***. Equally important, they have connected with a diverse set of peers helping expand their networks.”

Zanku Armenian  
Director, Public Affairs  
Southern California Edison