



CRE is a nonprofit consulting firm that provides the strategies and tools needed to build sustainable, high-performing organizations that improve people’s lives and drive social change.

We partner with nonprofits, foundations, and government agencies to set ambitious goals for success – and then we help them get there.

New Managers Institute

Setting up the Leadership and Management Journey for Success

About the Program

This series of eight interactive sessions over seven months will give new managers a firm grounding in the best practices, core competencies, and skills needed to be effective people managers, while guiding them to connect their learning directly to their programs and teams.

The program components are:

- **Self-Assessment:** Participants will be asked to use a self-assessment instrument to deepen their self-discovery and meet with a coach one-to-one to review the assessment results and set goals. Insights from the self-assessment will also direct participant learning through the program.
- **Issue Discussions:** Participants will engage in four large-group sessions with no more than 25 participants, focused on topics from *successful transition to being a supervisor* and *managing workplace relationships*, to *delegating effectively* and *leading with authenticity*. At the end of each session, participants will detail concrete steps they can integrate and apply their learning.
- **Peer Support and Coaching:** In small groups, participants will reflect on learnings from Issue Discussions and engage in peer problem-solving and support to accelerate learning and integration into day-to-day work at their organizations.

This program will help you:

- Develop an adaptive and effective approach to leadership and management
- Deepen self-awareness around your management practices, styles, and impact
- Enhance your toolbox of skills and strategies for managing staff and driving high performance

Who should apply:

- High-potential new or early-career supervisors, ideally with less than three years of managerial experience



Please Apply by October 10th, 2018 at <https://bit.ly/2n25fRj>



For more information, contact Queena Wu at cohorts@crenyc.org

Calendar

NOVEMBER 8TH	9:30a - 2:00p
DECEMBER 6TH	9:30a - 1:30p
JANUARY 10TH	9:30a - 12:30p
FEBRUARY 14TH	9:30a - 1:30p
MARCH 7TH	9:30a - 12:30p
APRIL 4TH	9:30a - 1:30p
MAY 2ND	9:30a - 12:30p
JUNE 6TH	9:30a - 2:00p

*The cost of the program per participant is \$3,000 and is generously funded by DYCD and is offered at no cost to those who are accepted.



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CRE High Performing Managers Initiative

Moving on up: Strengthening management skills for emerging leaders

About the Program

CRE’s High Performing Managers Initiative (HPMI) is a series of eight interactive sessions over seven months for mid-level managers of nonprofit organizations and government agencies. It will give you the tools and strategic guidance you need to tackle leadership issues and propel your career forward.

In the HPMI, you will collaborate with peers in small groups to share experiences and problem solve. We will come together to discuss practical tools you can use at your organization to help your team reach its goals. You will also have the opportunity to reflect on your development through real-time input from course participants, as well as through feedback gathered from colleagues at your organization. Plus, every participant will get a customized coaching session to review team feedback and focus on individual needs.

This program will help you:

- Develop an adaptive and effective approach to leadership
- Incorporate the use of outcomes in your ongoing decision making to make informed, data-driven decisions, and foster a culture of continuous improvement
- Grow as a leader and strengthen your management and supervision skills towards developing a high performing team
- Practice specific strategies to maximize your own influence and impact within your organization
- Get enhanced clarity — through 360° feedback — on what skills you should develop to have greater impact as a mid-level manager and emerging leader
- Learn about cultural competency and fundamental principles of diversity, equity, and inclusion

Who should apply:

- High-potential emerging leaders at nonprofit organizations and government agencies, ideally with more than three years of managerial experience
- Mid-level managers with two or more people reporting to them, whose performance they supervise and evaluate

Calendar

NOVEMBER 28TH	9:30a - 2:00p
DECEMBER 12TH	9:30a - 1:30p
JANUARY 16TH	9:30a - 12:30p
FEBRUARY 6TH	9:30a - 1:30p
MARCH 6TH	9:30a - 12:30p
MARCH 27TH	9:30a - 1:30p
APRIL 10TH	9:30a - 12:30p
MAY 8TH	9:30a - 2:00p

*The cost of the program per participant is \$3,900 and is generously funded by DYCD and offered at no cost to those who are accepted.

 Please apply by October 24th, 2018 at <https://bit.ly/2CwCFT5>

 For more information, contact Queena Wu at cohorts@crenyc.org





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CRE Leadership Caucus

Developing an adaptive and effective approach to leading in a dynamic environment

About the Program

CRE's Leadership Caucus is a renowned and well-respected leadership development program started in 2005. Since its inception, we've trained hundreds of nonprofit leaders throughout New York City. The Caucus provides early-career executive directors and qualified senior managers with a unique leadership development opportunity.

Over the course of seven months, you will participate in ten sessions with other nonprofit leaders designed to enhance the awareness of your leadership style and identity, and strengthen your overall leadership capabilities. The program's design includes experiential workshop-style sessions—*Issue Discussions*—with senior members of CRE's consulting staff as well as peer-learning sessions—*Action Learning*—through which you learn to coach and support one another on challenges you identify as priorities. In addition, you will receive 360° feedback from colleagues at your organization, along with an individual coaching session at CRE. The program provides insights and perspective on key leadership questions and gives you the knowledge, practice, and support you need to move your organization forward and to thrive as a leader.

This program will help you:

- Establish a clear vision for your role as a leader in creating organizational alignment and strategy
- Develop strategies for managing talent and shaping your organization's culture
- Explore how your identity influences leading and managing across difference
- Understand and manage risks, and leverage innovation and opportunity
- Create and communicate compelling organizational cases
- Explore partnerships and collaborate for impact

Who should apply:

- Executive directors with five years of experience or less in that position
- Any senior staff member with a minimum of three years of experience in a senior management role



Please Apply by November 15th, 2018
at <https://bit.ly/2M7mPTx>



For more information, contact Pavitra Menon
or Queena Wu at cohorts@crenyc.org

Calendar

DECEMBER 13TH	9:30a - 2:00p
JANUARY 10TH	9:30a - 4:30p
FEBRUARY 14TH	9:30a - 12:30p
MARCH 7TH	9:30a - 4:30p
MARCH 28TH	9:30a - 12:30p
APRIL 18TH	9:30a - 4:30p
MAY 9TH	9:30a - 12:30p
MAY 30TH	9:30a - 4:30p
JUNE 13TH	9:30a - 4:30p
JUNE 27TH	9:30a - 4:30p