



FACT SHEET – The Executive Director Academy

WHAT: The Executive Director Academy is a nine-month leadership development program designed for nonprofit executive directors in the Greensboro area, providing them with world-class leadership development. Designed around the coaching experience, the Academy pairs each director with a world-class coach for the entire nine months. This design provides personalized, relevant mentoring and training in a proven, effective coaching management style. Directors also act as peer coaches for each other on a regular basis, giving them the opportunity to immediately put what they learn into practice.

The Academy program design is based on several assumptions:

- Individuals can and must develop complex leadership skills and broad perspectives to be effective.
- Leadership development happens over time through a variety of experiences, only one of which is classroom instruction.
- Not all individuals need the same development experience at the same time.

Four features distinguish the Academy from single-event development experiences:

- Participants meet monthly to address real-time issues and pressing concerns and developing the leadership capacity to address these concerns.
- Specific focus is put on maintaining balance between professional and personal lives.
- Monthly personal conversations with a highly trained executive coach help the directors clarify and resolve pertinent issues.
- The group benefits from the leadership of an independent chairperson who performs the roles of team meeting planner, program manager, confidante and mentor.

WHEN: In it's second year, the next Executive Director Academy will run Sep 2009 to May 2010.

WHY: Executive directors of nonprofit organizations are in a unique situation in their workplace in that they tend to be alone at the top, with no peers, only direct reports and board members. This lack of support often leads to frustration and burn out. The Executive Director Academy is a direct response to this need for support. A primary responsibility of Academy graduates is that they use this training to coach and mentor new and less-experienced nonprofit executive directors in the community. The Academy's mission is to build the effective leadership capacity of the nonprofit sector, which in times of uncertainty and turmoil in the private and public sectors, is more important to the community than ever.

WHO: The organizations behind the development of the Academy are: Discovery Learning, the Guilford Nonprofit Consortium, Moxley and Associates, the Servant Leadership School of Greensboro, and the Center for Creative Leadership. American Express, Joseph M. Bryan Foundation, Cemala Foundation, Community Foundation of Greater Greensboro, Tannenbaum Sternberger Foundation, and Weaver Foundation are providing supporting financial grants.

HOW: To inquire about participation in the Executive Directors Academy, contact Donna Newton at the Guilford Nonprofit Consortium at dnewton@guilfordnonprofits.org.