

## ***Hi-Po Immersion for a Virtual World***

This intense, total immersion virtual workshop series is designed for high-potential development professionals and represents a major investment in building their interpersonal skills and capabilities in the virtual setting. Over the course of three four-hour sessions, participants engage in three video-recorded exercises that highlight critical conversations in the donor cultivation process, including the Process for Locating Philanthropic Passion™. To provide adequate personal attention and coaching within a limited timeframe, *Hi-Po Immersion* is limited to 10 participants.

*Prerequisite: The Art and Science of Donor Development*

### **Syllabus**

#### **Pre-work**

Participants receive a pre-workshop packet that outlines the expectations for the workshop and asks participants to come to the sessions prepared for the three video-recorded exercises.

#### **Session 1 (Monday)**

##### **Introduction**

Participants are introduced to the agenda, philosophy, and ground rules for the workshop series and conduct a personal, pre-workshop evaluation of their relevant skills.

##### **Establish Personal and Professional Credibility**

Participants explore key factors that influence how they project and how others perceive their personal and professional credibility, including attitudes, image, and competence. They also learn techniques for projecting professionalism in a virtual environment. This section culminates with a video-recorded practice in which each participant is asked to articulate their own compelling professional story to a donor and receive feedback and coaching.

**Intersession Assignment:** Participants will receive the video of their professional story to review prior to session 2.

## **Session 2 (Wednesday)**

### **Review and Reflect**

Participants are given the opportunity to reflect on and share what they learned by reviewing the video of their professional story.

### **Focus the Conversation**

Participants review the purpose and structure of an effective Organizational Update, including tools and techniques for sharing one successfully in the virtual space. This section concludes with a video-recorded practice in which each participant shares an appropriate Organizational Update for their institution with a donor and receives feedback and coaching.

Intersession Assignment: Participants will receive the video of their Organizational Update to review prior to session 3.

## **Session 3 (Friday)**

### **Review and Reflect**

Participants are given the opportunity to reflect on and share what they learned by reviewing the video of their Organizational Update.

### **Dig Deeper**

In a facilitator-led discussion, participants share tactics for turning difficult situations that might occur in the Process for Locating Philanthropic Passion™ into positive, forward-moving experiences—even in the virtual environment. They also explore listening and questioning techniques for uncovering donors' life-changing experiences and personal stories that connect with organizational priorities. This section concludes with a video-recorded practice in which each participant takes a donor through the Process for Locating Philanthropic Passion™ and receives feedback and coaching.

### **Take Action**

Participants reflect on their workshop experience and establish an action plan for applying what they have learned.

Post-session Assignment: Participants will receive their video of the Process for Locating Philanthropic Passion™ to review and hone their action plan.