

International Academy of Advancement Leadership **A Hybrid Learning Experience**

Empathetic and adaptive leaders who can harness the power of teamwork to thrive in our rapidly changing work environment have never been more needed—or more sought after. Invest in yourself both professionally and personally by leveraging the power of Advancement Resources' twenty-plus years of research and experience to propel yourself to the next level of success in your career and as a leader.

In the *International Academy of Advancement Leadership*, you'll become part of an exclusive cohort where you can network with fellow leaders, grow your leadership skills in critical areas, and explore how to effectively surmount challenges. More than just standard leadership training, the *International Academy of Advancement Leadership* curates and presents a robust collection of leadership practices specifically tailored for leaders in the advancement field. Because it takes place over a period of six months, you will have time to create and implement strategies for leading your team using the practices you have learned—and fine-tune these strategies with an Advancement Resources coach who has been chosen specifically for you based on your area of leadership.

You will experience the first session of this dynamic, highly interactive hybrid workshop in-person and the remaining sessions you will join virtually from the comfort of your own home or the privacy of your office. Walk away with a toolkit filled with essential concepts in advancement leadership. Both the knowledge shared by our accomplished facilitators and the invigorating conversations with your fellow participants will prime you to lead your team to unprecedented achievements.

Who Should Attend?

- Mid- to upper-level development and advancement leaders who have multiple direct reports

What Will I Gain?

After this workshop, you will be able to:

- Understand how the work environment is changing and describe leadership attributes that are necessary for success in this new paradigm.
- Overcome your natural resistance to change that prevents behavior changes necessary for becoming a more successful leader.
- Implement the five essentials of trust that will foster confidence among team members, colleagues, and the constituents you serve.
- Facilitate successful organizational change by engaging and mobilizing people at all levels inside and outside our organization to solve problems, innovate, and achieve shared goals.

- Adapt to personality and generational differences to more effectively communicate with and motivate team members.
- Navigate challenging conversations in a productive and professional manner.
- Build productive relationships and maximize influence with your supervisor and other leaders and peers across the organization.
- Create a real-life action plan for leading your team using the leadership strategies and practices that you have learned.

What Can I Expect?

Designed to leverage the benefits of both in-person and virtual training, the first engagement of the *International Academy of Advancement Leadership* is a **two-day in-person workshop**, followed by **four 4-hour virtual training sessions** and **six 1-hour coaching sessions** over the course of six months. During each session, our facilitators will actively engage you from start to finish through lively large- and small-group discussions, video case studies, activities based on scenarios commonly encountered by development and advancement leaders, and opportunities to plan strategies that will unlock the true potential of your team members. Our robust intersession assignments and coaching sessions are designed to help you immediately apply concepts and tools you have learned to real, on-the-job situations and tap into your team's fullest promise for lasting success.

What Can I Expect During Coaching Sessions?

In between *International Academy of Advancement Leadership* sessions, you will engage in one-on-one executive coaching sessions with your very own certified Advancement Resources coach—an experienced advancement professional who has a passion for helping you grow in your career. We carefully match our coach's expertise with your area of focus, providing you with a unique opportunity to develop and refine your real-time leadership skills as you encounter and overcome real and perceived barriers to your team's success.

Can I Earn CFRE Points?

Completion of the *International Academy for Advancement Leadership* is applicable for 22 CFRE points.

The In-person IAAL Kick-off & Reunion

Past participants spoke, and we listened. Due to popular demand, we're kicking it off our summer-fall 2023 cohort in-person—and we're inviting IAAL alumni to join us!

Over the course of two action-packed days, participants will get to know the other professionals in their cohort, meet AR facilitators and coaches, and network with key alumni of the program. Participants will also enjoy a special session on *Leadership with an Equity Lens* facilitated by AR learning partner and DEI expert, [Christina Chang](#), principal of Christina Chang Equity Consulting.

Schedule of Events

Monday, July 31

1pm to 5pm (current cohort only)

Welcome and Introduction

An opportunity to get to know participants in your cohort and learn about the program.

The Case for Leadership Development

A brief look at how the work environment is changing and the leadership attributes that will be necessary to succeed in this new paradigm.

Our Leadership Development Philosophy

An overview of Advancement Resources' leadership development philosophy and the importance of both horizontal and vertical leadership development. Emphasis is placed on the power and importance of empathy and vulnerability in leadership.

5pm to 6:30pm (current cohort and past alumni)

Networking Reception and Reunion

A chance to meet IAAL alumni and learn about your colleagues in an informal environment. Refreshments provided by AR.

Tuesday, August 1

8:30am to 9am (current cohort and past alumni)

Breakfast Brainstorm

A brief opportunity to connect with colleagues to share unique leadership challenges and brainstorm solutions. Breakfast provided by AR.

9am to 12pm (current cohort and past alumni)

Leadership with an Equity Lens (current cohort and past alumni)

An interactive exploration of Diversity, Equity, and Inclusion (DEI) and what leaders must know to navigate conversations about race and racism and carry their organizations into the future successfully. Facilitated by AR learning partner and DEI expert, [Christina Chang](#), content may include:

- Building skills to engage in courageous conversations about diversity, equity, inclusion, and belonging
- Reaffirming diversity, equity and belonging as core values
- Building and retaining a diverse workforce to ensure a robust future for one's organization

These concepts will be discussed and reinforced throughout the IAAL program.

12pm to 1pm (current cohort and past alumni)

Lunch (current cohort and past alumni)

Boxed lunches provided by AR. Alumni are welcome to stay through lunch or head out for other business (hopefully with donors).

1pm to 3pm (current cohort only)

Optimizing Your Learning Experience

An overview of the next steps in the leadership program and the opportunity to begin creating a plan for implementing new learning on the job for optimal return on investment. Also includes time to get to know your assigned performance partner who will serve as a sounding board and a source of support throughout the remainder of program.

Q&A and Wrap-up

A chance to ask any remaining questions and wish your fellow participants well until your next virtual session.

Note: An all-virtual option will be available upon participant request.

Syllabus for Subsequent Virtual Workshops

Overcoming Your Natural Resistance to Change

How to overcome the natural resistance that prevents you from making the behavioral changes that would make you a more successful leader.

Building a Foundation of Trust

How five essentials of trust will foster confidence among team members, colleagues, and the constituents you serve.

Driving Change Through Generative Leadership

How to facilitate successful organizational change by engaging and mobilizing people at all levels inside and outside of your organization to solve problems, innovate, and achieve shared goals.

Adapting to Different Personalities

How to communicate with and motivate team members who have different personality traits and communication styles.

Conducting Difficult Conversations

How to navigate challenging conversations in a productive and professional manner.

Managing Up and Across

How to build productive relationships and maximize influence with your boss and other leaders and peers across the organization.

Navigating Generational Perspectives

How to understand and work effectively with team members and constituents from five different generations: Traditionalists, Baby Boomers, Generation X, Millennials, and Generation Z.

Leadership Panel

A conversation with a diverse group of leaders in the healthcare, academic, and nonprofit spheres to answer participant questions and offer best practices.