

The **St. Louis Business Diversity Initiative's Leadership Program** is designed to address the interests and challenges of professionals of color as they work to develop and advance their careers. Participants in our program are Black, Hispanic, Asian/Pacific Islander & American Indian, and other multicultural backgrounds. The Initiative Fellows program features a holistic approach that creates a safe and stimulating environment for participants to receive valuable feedback, self-reflect on the feedback, acquire effective leadership strategies and build relationships essential to their individual and collective growth. This is a program for which a participant must be nominated.

The leadership program for professionals of color is:

- The **Initiative Fellows Program** for mid to senior level professionals.

Overview

The Initiative Fellows Program establishes a framework to enhance leadership capacity. The program further refines leadership competencies through a strategic curriculum and the sharing of wisdom and best practices. We focus on three main categories:

- ◆ **Professional Development:** in an open yet safe environment, participants reflect on their goals, performance and operating style, and how they adapt to varied workplace cultures;
- ◆ **Relationship Building:** program forums, social events and conferences where the full range of Fellows program participants foster the formation of a supportive professional and personal network essential to the success of one's long-term growth and development; and
- ◆ **Civic Engagement:** through volunteer and civic activities, professionals sharpen and hone their skills, expand their relationships and deepen their connection with the broader community.

Timeframe

Program participants meet monthly for one year.

Program Content

The Initiative Fellows program approach includes:

- ◆ Mastering an effective style of leadership
- ◆ Maximizing performance and adapting to change
- ◆ Developing talent and fostering a productive team
- ◆ Creating balance through career and life choices
- ◆ Leveraging professional expertise and resources to enhance the broader community

Candidate Profile

Initiative Fellows are:

- ◆ Black, Hispanic, American Indian, Asian/Pacific Islander and other people of color (**but not exclusively**) working in a company/organization in the St. Louis Region
- ◆ Mid-level manager; a high level individual contributor; or professionals such as attorneys, doctors (MD and/or PhD), CPAs
- ◆ Employed a minimum of 7 years
- ◆ Graduates of college
- ◆ Recipients of personal or professional achievement awards
- ◆ Demonstrated leaders within the company
- ◆ Invested in the betterment of communities
- ◆ **Committed to full participation in the program**

Sample Program Year

Orientation & Building a Foundation of Leadership Competencies; Clarifying Personal Brand; Tools to Lead Effectively; Building Career Equity; Critical Tasks of a Leader; Business Communication/Etiquette; Diversity in the Workplace; Strategic Leadership and Thinking; Strengthening Influences through Volunteerism and Philanthropy; Becoming a Leader through Organizational Development and Behavior; Ethics and Leadership; Applying Knowledge to Create Career Success; Culmination Experience and Graduation

Initiative Fellows Leadership Development Program –

APPLICATION FORM (To be completed in full by applicant)

NOMINATION FORM (To be completed in full by the managing sponsor making the nomination)

All information must be submitted by the deadline to be considered for the program.

INITIATIVE FELLOWS PROGRAM SYLLABUS**

FALL / WINTER SESSION

Participants will be provided a framework to enhance their unique leadership capacity through shared knowledge, collaborative thinking and relationship building.

September 2019 (8 hours)

Building a Foundation of Leadership Competencies

Exploring the work environment, its impact on career development and strategies for advancement.

October 2019 (8 hours)

Managing Your Leadership Brand

Defining and managing one's "brand" identity to successfully respond to the stated and unstated rules for advancing in the marketplace.

November 2019 (3 day retreat)

Exponential Development for Leaders

Maximizing performance by analyzing the factors that influence effectiveness and developing a framework to strategically address them.

December 2019 (5 hours)

Building Career Equity

Purposeful and actionable planning to clarify business goals, values and desired results in a practical and efficient way.

January 2020 (8 hours)

The Three Tasks of a Leader

Evaluating the significance of different leadership styles and how they impact success in the workplace. Identifying sources of conflict and transforming them into opportunities for constructive and meaningful outcomes.

February 2020 (8 hours)

Communication as a Competitive Advantage (Strategic People Skills)

This session gives the Fellow the tools to navigate towards their goals with confidence.

March 2020 (8 hours)

Leading with Inclusion

Identifying and discussing the business imperative for an inclusive workplace.

INITIATIVE FELLOWS PROGRAM SYLLABUS**

SPRING / SUMMER SESSION

Participants will apply tools and strategies presented in the Fall/Winter sessions in targeted discussions.

April 2020 (8 hours)

Strategic Leadership and Thinking

Learn to identify, create and sustain a competitive advantage in an increasingly globalized and highly competitive landscape.

May 2020 (8 hours)

Strengthening Influence through Volunteerism and Philanthropy

Non-Profit and for-Profit Board Development – Training workshop exploring the links between board participation and leadership development.

June 2020 (8 hours)

Creating Powerful Partnerships

Case-based discussions to test strategies and develop solutions that address the challenges of dynamic work environments.

July 2020 (8 hours)

Ethics and Leadership

Leading by knowing and doing what is right.

August 2020 (8 hours)

Applying Knowledge to Create Lasting Success

Leveraging civic and community networks as strategic vehicles for career growth and advancement.

September 2020 (4 hours)

Culminating Event

Year-end celebration with keynote speaker(s) followed by graduation ceremony and reception for the graduating Fellows.

**** Program Syllabus is subject to change**

The Initiative Fellows Program

Application Form Program Year 2019 - 2020

Information on applicant (Please complete information and submit all components)

Full Name: _____

Title/Position: _____

Full Company Name: _____

Employee Nominated for Fellows Program

Please check industry: _____ Healthcare _____ Financial Services

_____ Manufacturing _____ Communications _____ Education

_____ Professional Services _____ Retail _____ Technology

Other: _____

Please check discipline: _____ Human Resources _____ Legal _____ Financial

_____ Information Technology _____ Marketing/Public Relations Other:

Please check ethnicity: (optional) _____ African American/Black _____ Hispanic/Latino

_____ American Indian _____ Asian/Pacific Islander _____ Multiracial _____ Other

Please check gender: (optional) _____ Male _____ Female

Age: (optional) _____ Birthday (month & day only) _____

Business mailing address

Street: _____ Floor/Mail Stop: _____

City: _____ State: _____ Zip: _____

Business Phone: _____ Business Fax: _____

Business Email: _____

Length of employment at company: _____

Length of time in St. Louis: _____

The following information is required to be considered:

A current resume which includes:

Employment (Your responsibilities, including your level in the organization) and **Education** (Include all degrees and certificates, institution and year)

Narrative Sketch

Please provide a brief (200 word maximum) essay which is to include your affiliations and interests (e.g., volunteer activities, nonprofit boards, and professional organizations) and information not depicted in your resume.

Your application will not be processed without this information.

DEADLINE: May 10, 2019

The Initiative Fellows Program

Nomination Form
Program Year 2019 - 2020

To be completed in full by the executive making the nomination. This form should be returned with the application form, narrative sketch and resume.

Information on executive making nomination

Full Name: _____

Title/Position: _____

Full Company Name: _____

Business mailing address

Street: _____ Floor/Mail Stop: _____

City: _____ State: _____ Zip: _____

Business Phone: _____ Business Fax: _____

Business Email: _____

Employee nominated for Fellows Program

Full Name: _____

Please briefly state on a separate sheet of paper your objectives in nominating your candidate for the program, which includes other initiatives you envision undertaking to invest in the development of your nominee.

Completed application must include the following information:

_____ Application form

_____ Narrative sketch

_____ Resume of candidate (w/employment and education information)

_____ Nomination form by executive making nomination

_____ Brief description of nominating objectives

DEADLINE: May 10, 2019

THE INITIATIVE FELLOWS 2019 – 2020 Program Calendar

Forum	Date	Place
1. Welcome Reception	Tuesday, August 20, 2019 5:00 p.m. ~ 7:00 p.m.	
2. Five Strategies to Advance Your Career	Friday, September 27, 2019 *	
3. Your Brand Influence	Thursday, October 17, 2019	
4. Manager's Mindset: Capacity Building	Tuesday, November 19, 2019 (Managers/Nominators Only) *	
5. Exponential Development for Leaders	Wednesday through Friday, November 20, 2019 through November 22, 2019	
6. Building Career Equity	Thursday, December 5, 2019	
7. Three Critical Tasks of a Leader	Friday, January 17, 2020	
8. Communications as a Competitive Advantage	Thursday, February 20, 2020	
9. Leading with Inclusion*	Friday, March 20, 2020* Thursday, March 19, 2020 (tentatively added)	
10. CEO Reception	Tuesday, April 14, 2020 5:00 p.m. ~ 7:00 p.m.	
11. Strategic Leadership and Thinking	Thursday, April 16, 2020	
12. Strengthening Influences through Volunteerism and Philanthropy	Thursday, May 14, 2020	
13. Creating Partnership Across Boundaries*	Friday, June 19, 2020 *	
14. Ethics and Leadership	Friday, July 17, 2020	
15. Applying Knowledge to Create Lasting Success	Thursday, August 20, 2020	
16. Culminating Event*	Thursday, September 10, 2020 *	

SCHEDULE IS SUBJECT TO CHANGE

*Indicates session which managers, nominators and sponsors may attend.

Fellows Program Participation Fees

Individual Participant Tuition \$ 4,250.00

Sponsorship Level:

Culminating Event Sponsor with
2 Participants \$10,000.00

Please send application/nomination forms and all supporting documentation to:

Rosalind Reese
Program Director
Saint Louis Business Diversity Initiative
One Metropolitan Square
Suite 1300
Saint Louis, Missouri 63102

Scanned completed documents can be sent to rreese@stlregionalchamber.com

Should you have questions, comments and/or concerns regarding the program,
Rosalind Reese may be contacted via email or by telephone.

rreese@stlregionalchamber.com or 314.206.3224