



Coro New York's Leadership New York (LNY) program is a nine-month, part-time leadership development program for rising professionals who desire to enhance their capacity to lead, explore different leadership and communication models to perfect their own, and explore the current public policy issues of New York City.

As an employer, your investment in high performing staff members is crucial to the success of your organization for many reasons:

- It demonstrates your commitment to the employee, increasing their feeling of engagement which often leads to higher productivity and employee loyalty.
- It is a critical element of succession planning for employees who should be groomed for leadership.
- It provides motivation to all employees that hard work is rewarded by the organization.
- It increases the skills of employees in critical positions that can be incorporated departmentally and instilled in their direct reports.

Leadership New York provides its participants with 175 hours of leadership training through an experiential learning model that provides the participant with the following benefits that can enhance their performance with your organization:

- Provides an understanding of their individual leadership style, how they are perceived by others, and ways to collaborate with people of different styles.
- Provides exposure to multiple leadership models including adaptive leadership and change management.
- Provides opportunity to improve collaboration skills through group work and exposure to a cohort comprising members of different sectors, industries, and styles which can be applied within your organization as well as with external partners and constituents.
- Provides a connection the Coro community, a network of over 2,200 alumni and countless partners and stakeholders in organizations throughout New York City. Coro community members use this network to identify candidates for employment opportunities at their organization, to solicit partnerships for projects, and share information about engagement opportunities at their corporation/organization.

At a cost of \$5,500 (\$5,400 tuition and \$150 materials fee), Leadership New York is also an incredible value, providing high-level leadership development training at a fraction of the cost that your organization would have to assume. In addition to the financial support, we ask that organizations agree to support the candidate by providing time away from the office for select events that includes both their physical presence and permission to disconnect from communication with the office while present. While not all organizations provide full financial support (support ranges from no support to full support), an average of 40 – 50% of LNY cohort members typically receive at least partial support from their organization.

The ideal candidate for Leadership New York is a mid-career professional (7 – 10 years of experience) who has risen to a position of leadership in your organization. These candidates have demonstrated leadership and would benefit from exposure to opportunities to elevate them from “very good” to “great”. At Coro, we seek candidates who are ready to deepen their leadership practice and gain innovative tools and strategies specific to the complex task of bringing about collaborative change.

Over the years, organizations have generally employed one of two selection models. The HR department selects an individual who the organization wishes to support and provide additional learning and development activities, OR the organization offers an opportunity for employees who meet a certain criteria above Coro’s to apply to be supported.



Leadership New York (LNY) will **enhance your employee's performance** within your company through providing the opportunity to:

- **Practice Leadership.** Our training method (“case-in-point”), practiced among business executives and leading nonprofits involves using the cohort as the case study to understand a variety of leadership styles and a deepening of one’s own that creates appreciation for alternative perspectives and tools for leading a diverse group through change.
- **Practice Project and Team Effectiveness.** The cohort of 50 self-selects into small groups around current events, and educates their peers by creating a day of learning framed in understanding the budgetary, social and personal components of the topic. Participants leave with a deeper understanding of issues and interests than are learned from simply reading the newspaper, as well as training in effectiveness in teams and shared projects.
- **Exposure to Subject Matter Experts.** In addition to the members of the cohort, participants are exposed to a range of high-level decision-makers and influential stakeholders - from CEOs to Commissioners to community advocates - to understand how policy decisions are really made and why. They also gain an awareness of multiple sector perspectives and the benefits of collaboration to drive change.
- **Become Part of a Multi-Sector Network.** Gain access to a vast alumni network of the most diverse leadership communities in New York City. Over the course of the program, participants develop close ties with members of their cohort through intensive training and peer consulting. Many alumni remain connected with members of their cohort more than a decade after they participated in the program. Businesses and organizations that require relationships in multiple sectors for success will gain this by sending an employee to the program.

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