

Coro New York Leadership Center's Leadership New York (LNY) program is a nine-month, part-time leadership development program for mid-career and early-executive professionals.

With 175 hours of leadership training through an experiential learning, cohort-based model that will **enhance your employee's performance** by 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.

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

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



Organizations have generally employed one of two selection models:

The HR department selects (“taps”) an individual whom the organization wishes to support that also meets Coro’s minimum criteria, or

The organization offers LNY as a professional development opportunity; interested candidates apply through an internal process that is aligned with Coro’s application cycle.

At a cost of \$6,000 (covers gold-standard training, a three-day Opening Retreat and materials), Leadership New York is an incredible value, providing high-level leadership development training at a fraction of the cost that your organization would have to assume if done in-house.

While not all organizations provide full financial support (support ranges from no support to full support), an average of 40 – 50% of LNY participants typically receive at least partial support from their organization.

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.

The **ideal candidate** for this program is a mid-career to early-executive professional (7 – 10 years of experience) whose responsibilities include managing collaborative change in a multi-sector environment and would benefit from exposure to opportunities to elevate them from “very good” to “great”.

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