

What is Coro?

Coro is NYC's premier civic leadership training organization and a community of more than 2,500 alumni across business, government, schools and nonprofits shaping the city's future. Our mission is to develop NYC leaders so that all individuals, communities and institutions participate in creating an equitable, just and engaged society.

What is Coro's story?

In a city as complex and diverse as ours, it isn't just the mayors and chief executives who shape our future. At Coro, we believe that meaningful change must also come from those in business and communities, schools and unions, government and advocacy groups – not all with formal titles – who have the ideas and the conviction to do more.

One of the oldest leadership development centers in the nation, Coro was founded in 1942 in San Francisco by W. Donald Fletcher, an attorney, and Van Duyn Dodge, an investment counselor, at a time when leaders feared that democracy as a form of government was under threat by the rise of communism and fascism. In the wake of World War II, their innovative approach to leadership development began by training young veterans to become critical thinkers to ensure our democratic system of government could work more effectively for its citizens.

Since its founding, Coro has grown to include Coro programs in five cities, including San Francisco, Los Angeles (1957), St. Louis (1972), New York (1980) and Pittsburgh (1999). More than 400 participants a year go through a variety of Coro programs nationwide. At least 10,000 program alumni are currently serving as leaders in local, regional and national/global businesses, nonprofit organizations, governmental agencies and elected public office. The United States Senate alone includes three Coro alumni including Dianne Feinstein (CA), Tim Kaine (VA) and Michael Bennet (CO). Locally, we are proud to include NY State Assembly members Carmen De La Rosa and Catalina Cruz, and City Council members Carlos Menchaca, Helen Rosenthal, and Ritchie Torres in our alumni community.

“Coro” is spelled with a capital C, and lower-case o, r, o. It is not an acronym. At the time, their vision for a program of educational discovery to prepare citizen leaders was a totally new concept. Thus Coro – a new word and one without association (in English) – was invented to represent both discovery and exploration. It therefore was meant to convey “to that which readers apply their own meaning.”

The Coro logo was created in 1970 by Hisashi Nakamoto. The center part of the “C” is meant to look like an eye to represent the fact that Coro always has its eyes open in public affairs. Yet in spite of being in the center, there is still an opening for exploration and discovery. The “C” also seems to be pointing out in a direction to symbolize a purpose and mission.

The formal title for members of the Leadership New York program is “participant” (not Fellow).

Who participates?

Coro is for people who want to learn how New York City works so they can help make the City the best version of itself. Our alumni are the city's Commissioners and Councilmembers, Executive Directors and entrepreneurs. It is one of the most diverse and influential leadership communities in the city.

Coro New York Leadership Offerings

Coro runs six leadership training programs and offers an external consulting practice, each serving a different constituency at different points on their educational and career paths:

The **Fellows Program in Public Affairs** immerses young professionals in public affairs through intensive training and full-time consulting placements with government, labor, business and non-profit sectors.

The **Immigrant Civic Leadership Program** strengthens immigrant communities by enhancing the capacity of its leaders to strategically influence policy decision-making and to build and sustain their organizational and personal visions for change. It is in partnership with the New York Immigration Coalition.

Leadership New York challenges mid-career professionals from across non-profit, public and private sectors to explore critical issues facing New York City and develop new ways to lead change in their communities and organizations.

Neighborhood Leadership is a partnership with the New York City Department of Small Business Services. The program provides individuals working to strengthen New York City's commercial corridors with the tools, experiences, and networks they need to develop new ways to lead change in their organizations and communities.

Participatory Budgeting Youth Fellowship offers high school students intensive leadership training, hands-on work experience, and ongoing support. The goal is to promote greater youth involvement in participatory budgeting (PB), where in NYC elected officials empower local residents as young as 11 years old to decide how to spend more than \$35 million. Youth Fellows serve as ambassadors and advocates, working to promote PB and engage other youth and underrepresented groups throughout the process.

Workforce Systems Leadership Program will prepare senior leaders to use their skills, expertise, and networks to respond to the changing workforce development landscape, drive innovative practices and improve service delivery for low-income NYC residents seeking employment and career advancement opportunities.

Coro Partners is our consulting practice. We serve as partners in change-making for clients seeking a transformative approach to leadership development. At Coro Partners, we're committed to helping you fulfill your vision for change and supporting you as you build a better workplace and a better world. We offer change management consulting for our clients and leadership development experiences for their teams. Working across and beyond New York, we support clients in Fortune 500 companies, all levels of government, leading nonprofits and more. Our approach is personalized, experiential and collaborative, and because we know each organization we work with is unique, every Coro Partners engagement is custom-designed.

PURPOSE OF LEADERSHIP NEW YORK (LNY)

LNY brings private, public and nonprofit participants together because we believe it will take collaboration across sectors to resolve the City’s deepest challenges.

LNY offers something you cannot find in any other program. It delivers a singular, civic style of leadership – one that’s built on understanding complexity, listening to multiple perspectives and leading change.

Participants are provided with the opportunity to gain: a deeper **knowledge** about how the city works both formally and informally; **skills** in articulating personal strengths and areas for growth in leadership capacity; and a remarkable **network** of engaged and influential alumni to affect change collaboratively in their organization and community.

PROGRAM OUTCOMES & BENEFITS

Each session is designed so that participants practice raising awareness and increasing capacity in the following skill sets to **develop leadership competency**:

Strengthen Your Personal Skills

-Ask specific questions *(to make informed decisions)*

-Pace the connection between observation and interpretation *(to understand what is going on)*

-Maintain personal ecology *(to maximize potential)*

Deepen NYC Knowledge

-Read the nuances within current challenges facing the City *(to go beyond the spin)*

-Recognize how power and privilege influence public debate *(to raise awareness and increase capacity for action)*

-Understand the landscape of NYC government structure *(to know how to get things done)*

Build a More Effective Network

-Articulate and flex communication style *(to build leadership capacity)*

-Exchange feedback with peers *(to expand self-awareness and skillfully manage courageous conversations)*

-Value and incorporate multiple perspectives *(to go beyond one’s own knowledge base)*

As **alumni** of the unique Coro experience, participants from all programs have a shared approach and connections for changemaking with a vast alumni network of the most diverse leadership communities in New York City, providing collaboration opportunities across the public, private, and nonprofit sectors. Alumni offerings include skills refreshers, insider events, networking events, coaching sessions with program directors and access to the “Coro Classifieds” jobs and “Coro Commons” community boards.

PROCESS

Coro training methodology is meticulously kept in alignment with cutting-edge adult learning practices:

- **Cohort Model:** Lasting social change (aka civic engagement) requires ownership and input from multiple perspectives. Good leaders must be good at groupwork. We actively learn from one another so that we can practice, grow and take risks within a supportive environment and encourage practical application.
- **Experiential Learning:** Through direct exposure to institutions & communities, participants connect directly with individuals representing multiple perspectives.
- **Gold-Standard Personal & Professional Development Training:** Trainers include Senior Directors Garrett Lucien and Maya Gutierrez and consultants [Alexander Grashow](#) of the Good Wolf Group and [S. Leigh Thompson](#) of Go Beyond Diversity.

Calendar & Attendance Policy

Two cohorts run concurrently from September to May. See the [LNY website](#) to review calendar dates.

Due to the experiential, accumulative nature of the program methodology, attendance is expected at all sessions and is required for the entire 3-day Opening Retreat. No more than five absences are permitted for successful completion of the program (leaving early and arriving late counts towards an absence). Expect additional hours for planning cohort-organized events.

Cost

Tuition for the program is \$6,000 for 175+ hours of rigorous leadership development training, individual and small group coaching, lodging and meals at the Opening Retreat, catering on retreat days and access to Coro alumni and cross-program events. **Scholarships and payment plans are available**, with special consideration for applicants paying out of pocket and with the highest need relative to the request pool. We are committed to building cohorts that reflect the demographics of New York City and in strengthening traditionally underrepresented groups in leadership roles. We welcome applications from those with the skills and knowledge to effectively engage with a multi-perspective community.

Ideal Candidate

We are seeking to build a highly talented, multi-diverse, cross-sector cohort of approximately 50 professionals who are interested in expanding their leadership capacity.

- Lives or works in New York City
- Can demonstrate a commitment to strengthening our City
- Has a thirst for personal and professional development
- Is interested in actively participating in the Coro community and LNY alumni network
- Is employed at the start of the program

The curricula is most appropriate for professionals in a multi-stakeholder, senior leadership role who are leading change on behalf of their organizations.