



Leadership Development Program

Program Description Information

[CompassPoint Nonprofit Services](#) is honored to offer the **HIVE Leadership Development Program**. The following packet includes information about the program.

HIVE is a 14-month leadership development program for emerging leaders in Louisiana nonprofits. The program creates a home for the important and often unacknowledged leadership of individuals in **organizations committed to reproductive health, rights, and justice**.

Through **HIVE**, leaders will come together to support one another emotionally, intellectually, and practically while advancing their practice of leadership. Specifically, participants will:

- Strengthen relationships across Louisiana
- Build skills in nonprofit leadership, management and strategy, and
- Reflect on and discover personal, organizational, and community resources.

Just as in natural ecosystems, creating hives is critical and urgent in this hostile moment of our history. Leaders need environments that can nourish them to build greater **Healing, Inspiration, Voice, and Equity** for themselves and for others.

About the Program

Nearly 50 leaders committed to reproductive health, rights, and justice from across Louisiana gathered in New Orleans in September of 2015. They came to discuss what they needed to get to the next level of their leadership, both individually and collectively. Here is what they said they needed...



Through the support of [The David and Lucile Packard Foundation](#), CompassPoint designed the **HIVE** Leadership Program to grow the 3 R's as foundational elements of leadership across the state of Louisiana.

Program Components

The program will bring together a community of **16 leaders** and includes the following components over a **14-month period**. **Full participation in all program elements is required of all accepted participants.**

- Five In-Person Leadership Retreats
- Three Facilitated Peer Learning Groups
- Two Webinars
- Ten Sessions of Individual Leadership Coaching

1. Five In-Person Leadership Retreats

The program will include **five, 3-day leadership retreats** over the course of 14 months. These retreats will be spaces for the cohort to build trust and deepen collaboration, rejuvenate and heal, and discover new tools and ways of thinking. Retreats will be held at different locations throughout the state and all meals and lodging will be provided. All travel-related expenses will be reimbursed, including airfare, car rental, and mileage reimbursement. Child-care stipends will be available on a case-by-case basis.

2. Facilitated Peer Learning Groups

To reinforce learning and provide real-time problem solving and peer support, each participant will be assigned a facilitated **peer-learning group**, which will meet **three times** during the program via video call. The learning groups will meet for 2 hours each session, for a **total time of 6 hours**. The dates for the peer learning groups will be determined after the first retreat, to determine and accommodate participant availability.

3. Webinars

Two webinars will be scheduled over the course of the program. Webinars will provide an opportunity to delve deeper into the content presented during the in-person gatherings. Each webinar will be 2 hours in duration, for a total time of approximately **4 hours** over the program. Topics and schedule will be determined once the program is underway. Organizational colleagues of cohort members are welcome to participate in these webinars.

4. Individual Leadership Coaching

Up to **ten hours of 1:1 Individual Leadership Coaching** will be made available to each participant. Leadership coaching will be provided to support participants with their individual leadership development goals. Participants will self-select their coaches after the launch of the program.

Program Schedule

In order to support cohort learning and group development, **we ask that program participants commit to full participation in all program components**. Below you will find the schedule of the 3-day leadership retreats.

SAVE THE DATES!

If you have not already done so, please take a moment to mark your calendars for the following retreat, webinar and peer learning group dates. If you have questions, please contact Emily Smizer at emilys@compasspoint.org

All retreats will be held at the [Feliciana Retreat Center in Norwood, LA](#), with the exception of the final gathering – which is yet to be determined.

Gathering 2

Wednesday August 14, 2019 – Friday August 16, 2019

Location: [Feliciana Retreat Center in Norwood, LA](#)

Gathering 3

Wednesday December 11, 2019 – Friday December 13, 2019

Location: [Feliciana Retreat Center in Norwood, LA](#)

Gathering 4

Wednesday April 15, 2020 – Friday April 17, 2020

Location: [Feliciana Retreat Center in Norwood, LA](#)

Gathering 5

Wednesday June 10, 2020 – Friday June 12, 2020

Location: New Orleans, LA (venue TBD)

The following components will be scheduled in early 2019, taking into consideration participant availability.

Webinars (2 hrs.)

Webinar #1: June 2019 Topic: Supervision
Webinar #2: February 2020 Topic: Time Management

Peer Coaching Groups (2 hrs.)

Session #1: October 2019 Date and Topic: TBD
Session #2: March 2020 Date and Topic: TBD
Session #3: May 2020 Date and Topic: TBD

Total time for participation is estimated at: 20 days for in-person gatherings (includes time for travel, pre-work, and any informal group gatherings before or after the formal retreat) plus an additional 20 hours for all other program components (peer learning groups, webinars, and individual leadership coaching).

Program Costs

This program is offered at no cost to participants. All program costs including travel and accommodations will be covered in full by funding provided by The David & Lucile Packard Foundation. *The total value of this program is estimated at approximately \$30,000 per participant.* We ask organizations to cover the cost of staff time for attending activities of the program, considering participation as paid staff time.

Questions?

If you have any questions about the program, please contact anyone from the **HIVE** team: maisha quint, Designer, at 510.318.3740 or maishaq@compasspoint.org, Spring Opara, Facilitator, at 510.318.3738 or springo@compasspoint.org or Emily Smizer, Learning Environment Coordinator, at emilys@compasspoint.org or 510.318.3729.

About CompassPoint Nonprofit Services

CompassPoint helps leaders, nonprofit organizations, and movements committed to social justice realize their full power. We are a 43-year-old national nonprofit leadership practice based in Oakland, CA. We believe that nonprofits are powerful vehicles for positive social change and that creating a world free of oppression means practicing liberation inside and out.

We view leadership development and capacity building as means to accelerating social justice. We connect leaders with essential skills and knowledge, cultivate powerful learning communities, and create time and space for people to explore the emotional dimensions of leadership so that we can shift ourselves, our organizations, and our world toward greater justice and equity.