



Urban Leadership Alliance Seminar

The premiere leadership development program
for African American men in the greater
Louisville region



Louisville
Urban League

ABOUT ULAS

ULAS is the premier leadership development program for large and medium-size Louisville corporations seeking to accelerate the careers of high potential African American men and to successfully travel the pathway to senior leadership.

Since 2013 ULAS has graduated 40 participants from 15 leading regional companies



A close-up portrait of a man with a thoughtful expression, wearing a dark suit, white shirt, and a patterned tie. He is resting his hand on his forehead. The background is a plain, light color.

DIVERSITY'S DIVIDEND
**CREATING A COMPETITIVE
DIFFERENTIATOR**

Accelerated Career Path

Although African American men possess leadership skills, they still face obstacles in reaching positions of power and influence. ULAS prepares African American men for leadership roles in 3 ways:

- ➔ Through a series of self-assessments designed to help the participants identify their leadership strengths, challenges, and gaps.
- ➔ A leadership curriculum designed to prepare them intellectually and psychologically for the tasks of leadership.
- ➔ Instruction on how to use practical, tactical tools and techniques to help them better navigate and negotiate the political/power landscape.

Additionally, the program is supplemented with opportunities to build social capital and help in the transfer of knowledge of present leaders to future leaders.



High Impact and Immersive Curriculum

ULAS' customized core curriculum is enhanced by the knowledge and experience of local successful African American men executives who serve as facilitators, presenters, and coaches/mentors. The 9-month program is structured around nine critical leadership skills with each monthly meeting focusing on one of those skills. These sessions are divided into three core areas below:

1



The program kicks-off developing deeper insights and richer awareness of inner self. Various self-assessments include pre and post leadership assessments forming a foundation for integrated leadership growth and development plan.

2



Learning objectives will focus on developing strategic leadership skills:

- Articulating a Vision
- Goal Setting
- Team Building
- Influence, Motivation and Conflict Resolution
- Empowerment

3



Participants will concentrate on sharpening tactical leadership skills that will raise them above the crowd:

- Communication: Cross Generational, Gender and Multicultural
- Strategic Networking for Success
- Negotiation

ENHANCED NETWORK

Participants form powerful strategic alliances among each other that is supported by a matched mentor and exposure to other leaders in the greater Louisville community.

- ULAS cultivates a forum for conversations with a diverse group of senior community African American executives who share their knowledge, experiences, insights, and inspiration.
- An expanded network helps build high potential's capacity to raise their profile and visibility both internally and externally of their organization.
- Participants form a core group of peers who ultimately become their own personal advisory board that helps them learn how to address and overcome professional challenges.



BY THE NUMBERS

After 3 years, 40 participants, and 15 corporations, ULAS is delivering.



INCREASED PROMOTION RATES

60% of promotion rate or expanded responsibilities from each class within one year of graduating from ULAS



CREATED "READY NOW" CANDIDATES

55% of participants have been designated as "Ready Now" candidates to fill the leadership pipeline



INCREASED MOTIVATION TO LEAD

80% of the participants' supervisors cited the value-add for their company was a renewed desire to take more leadership responsibilities

ULAS Leadership Team

To deliver the highest quality of programming and proven learning approaches, the Louisville Urban League partners with SOAR, a leading provider of comprehensive leadership development programming with over 20 years of experience.



Sadiqa Reynolds

President and CEO of the Louisville Urban League.



Nat Green

ULAS Lead Facilitator



Allen Cawley

ULAS Co-Facilitator and COO of SOAR



Patrice Borders

ULAS Co-Facilitator and SOAR Facilitator

Emerging High Potential

Selection of ULAS participants should be based on the following criteria:

- 7-17 years in the workforce
- Demonstrates a high level of professionalism and performance, exceeding the expectation of the job requirements
- Emerging manager/team or project leader - managing people and/or projects with approximately 3-5 years management experience
- Committed to the pursuit of continued learning and both professional and personal growth
- Desire to lead and take on new challenges



The content delivered during and outside of the workshops provided key components and learning tools for real time practical application. My career has been completely revived in response to this program.

- Ramiah Martin - Manager, Amazon

ULAS Session 4 Information

Opening Session Overnight Retreat

Wooded Glen Conference Center, Henryville, Indiana

Beginning on **Tuesday, March 21, 2017** at 10:00am and ends on **Wednesday, March 22, 2017** at 4:00pm

Meetings 2-9 are held from 8:00am-3:00pm

Meeting 2: Tuesday, April 25, 2017

Meeting 3: Tuesday, May 23, 2017

Meeting 4: Tuesday June 20, 2017

Meeting 5: Tuesday, July 25, 2017

Meeting 6: Tuesday, August 22, 2017

Meeting 7: Tuesday, September 19, 2017

Meeting 8: Tuesday, October 17, 2017

Meeting 9: Tuesday, November 14 (and graduation)

Registration: Registration can be completed online at <http://lul.org/ulas/>. Registration and fee must be submitted by **March 15, 2017**. Please note that class size is limited to 15 participants, therefore, we encourage registering early. Once the registration and payment is received, the participant will receive confirmation of their enrollment and further information regarding the Opening Session Retreat.

Tuition: \$4,750 per participant. Tuition covers the 9-month session and includes all facilitators, retreat expenses, reading materials, classroom and licensed materials. Participating companies share in the hosting of a meeting at a location of their choice which includes providing breakfast and lunch. Many companies choose to host at their worksite. An electronic invoice will be sent to the individual designated on the registration form.