



The Urban Leadership Alliance Seminar (ULAS) Executive Summary

The Urban Leadership Alliance Seminar (ULAS) is specifically designed as a vehicle through which African American men exhibiting high potential as a future leader (emerging high potential) are coached, educated and prepared for higher levels of leadership and responsibility within their respective companies. It is a humanities-based program with a solid grounding in business. The curriculum is designed to engage participants, provoke critical thinking and create leaders who are not afraid to advance. The ULAS is based on 18 years of experience in building and conducting peer learning environments offered by an established and successful Leadership Development consulting firm engaged by the Louisville Urban League.

Vision: The ULAS will become the premiere leadership development program for African American men in the greater Louisville region.

Mission: Our mission is to accelerate the professional development and career advancement of African American men in business to leadership positions in their company and increase the number of African American men in leadership positions.

Why ULAS? 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 three ways: 1) Through a series of self-assessments designed to help African American men identify their leadership strengths, challenges and gaps; 2) a leadership curriculum designed to prepare them intellectually and psychologically for the tasks of leadership; and 3) instruction on how to use practical, tactical tools and techniques to help them better navigate and negotiate the political/power landscape. Additionally, the curriculum is supplemented with opportunities to build social capital and help in the transfer of knowledge of present leaders to future leaders.

In effect, the ULAS is an intense immersion in leadership skill building, allowing the participant to learn leadership from the inside-out, the outside-in and all the nuances in-between. The ULAS thoroughly tests and sharpens their leadership acumen.

Objectives

- 1) To provide a peer-to-peer, comprehensive and unique leadership development opportunity for African American men identified in their workplace as emerging high performers and future leaders.
- 2) To create a forum for conversations with a diverse group of senior community African American executives sharing their experiences, knowledge, insights and inspiration with the emerging high potential African American men in a small group environment.
- 3) To facilitate the growth of professional and personal networks and mutually beneficial relationships for the emerging high potential African American men.

Uniqueness: While the Louisville Urban League shares the commitment of other organizations to leadership development as well as the advancement of African American men and women, the ULAS is distinct from other offerings. The ULAS:

- 1) Is for African American men who have proven their readiness to advance within their company.
- 2) Is gender and race specific to support and develop African American men and their uniqueness in the workplace.
- 3) Is designed for a specific and targeted audience to ensure commonalities that enrich the programming.
- 4) Focuses on building African American men's leadership capacity for the participant's company.
- 5) Offers participants the opportunity to self-initiate a mentoring/coaching relationship with an African American executive.
- 6) Facilitators, presenters and coaches/mentors are professional and experienced African American men with prior experience as corporate executives.
- 7) Limited the number of participants to ensure small and effective coach/participant ratio.

Programming: Each meeting is focused on one of nine critical leadership skills. Coaches use the following five facilitated approaches in each meeting:

- Integrating the humanities through identified readings
- Film study –contemporary films are used whose plots portray strong leaders
- Dialogue/discussion/analysis between coaches and participants
- Experiential exercises related to the workplace
- Engaging and useful leadership tools to take back to the workplace

ULAS sessions are divided into three core focus areas:

- Self Awareness – Developing deeper insights and a richer awareness of inner self
 - Various assessments include a 360 instrument which will all be used as foundation input for a integrated leadership action plan
 - Developing a leadership philosophy
- Leadership Skill Develop
 - Articulating a Vision
 - Goal Setting
 - Team Building
 - Empowerment
- Tactical Skill Application
 - Cross Generational/Cross Gender Communication/Multi-cultural communication
 - Strategic Networking for Success
 - Negotiating Skills

Anticipated Outcomes:

- Formation of an empowered group of high potential “Ready Now” leaders for promotion and advancement within their company or organization within 2-3 years of completing the program
- Increased number of African American men in upper-management positions of public/private organizations
- Enhanced peer-to-peer learning community for African American men leaders
- Established a new Leadership Development Training Model in the African American community

Benefits Derived by:

PARTICIPANT

- Over the course of 9 months, he will be dramatically more engaged in the practice of leadership at work. This is accomplished by the member’s use of a Leadership Development Planner which will guide him over the 9 month engagement. As an emerging leader he becomes a role model for others to follow as people witness his leadership progress.
- He will dramatically expand his strategic network, supported by his coach/mentor, providing introductions and discussion with advisory board members and exposure to other leaders in the greater Louisville community.
- He will be equipped with the “tools” of leadership, providing leadership skill sets to use at work each day

SUPERVISOR

- Each member will have the opportunity to improve his relationship with his supervisor through the monthly pre- and post-meeting briefings which electronically notifies his supervisor of each meeting’s content and offering “prompt-type” questions used during participant/supervisor meetings.

SPONSORING BUSINESS

- A motivated management team leader with greater insight of personal attributes
- A key team leader with a clearly articulated and integrated career plan that guides him to the “Ready Now” status for promotion in the near term
- A program that is designed to help identify, develop and supply the talent pipeline moving into the future
- Gains an in-house coach/mentor
- Achieves Greater Diversity of Senior Management Team

Participant Criteria – Emerging High Potential

Each emerging high potential participant must be committed to attending all 9 sessions in order to participate. The kick-off meeting is an overnight retreat. The remaining 8 meetings each consist of five hour sessions (8:00 a.m. – 3:00 p.m.). Although participants must attend all meetings, occasionally scheduling forces a participant to miss a meeting. In that case, the participant has the opportunity to make-up the meeting by interacting with the facilitator or program presenter one-on-one.

Participant Selection: for the ULAS 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
- Responsibility for clearly defined objectives through program and/or project management
- Emerging manager/team or project leader – managing people and/or projects with approximately 3-5 years management experience
- Technical knowledge and experience in the field
- Desire to lead and take on new challenges
- Committed to the pursuit of continued learning and growth professionally and personally

Leadership Roadmap



ULAS Emerging High Potential Participant

Business Sponsorship

- Approximately 10-15 organizations predominately from the business sector.
- Each company may have 1 or 2 emerging high potential members (primary member) participate. We suggest these members have different direct reporting lines.

Tuition: \$4,250 per participant. Tuition covers the 9-month session and includes all coaches, retreat expenses, reading materials, classroom and licensed materials. Participating companies share in the hosting of a meeting at a location of their choice (a popular venue is the hosting company's work site).

Registration: Registrations can be completed through the attached application form or on-line at www.lul.org. Registration and fee must be submitted by Monday **February 24, 2015**. 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 enrollment and further information regarding the kick-off retreat.

Retreat: commences March 24, 2015 at 10:00 a.m. and ends March 25, 2015 at 12:00 p.m.

Meetings 2 – 9 will be held from 8:00 a.m. – 3:00 p.m.

- Meeting 2 – April 28
- Meeting 3 – May 26
- Meeting 4 – June 23
- Meeting 5 – July 28
- Meeting 6 – August 25
- Meeting 7 – September 22
- Meeting 8 – October 27
- Meeting 9 – November 17
- Graduation – December 4

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