



The Urban Leadership Alliance Seminar (ULAS)

What:

The Urban Leadership Alliance Seminar (ULAS) is specifically designed as a vehicle through which African American men who exhibit 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 Louisville Urban League has contracted with Peer Exchange Network, LLC, a business consulting and training firm that has 18 years of experience in providing a comprehensive curriculum designed for early launch leadership development. Funding for this program is made possible through an investment of the UPS Air Group.

Why:

Although African American men possess inherent leadership skills, they face obstacles in reaching positions of power and influence. The ULAS' answer is to prepare African American men for leadership roles in three ways: 1) through a series of self-assessments designed to help 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 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.

How:

The **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 focus areas:

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

Each class is limited in size to 15 participants who meet 5 hours one day each month.

Who:

Selection of emerging high potential members of 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
- 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 growth professionally and personally

Cost:

Tuition is \$4,250 for each emerging high potential participant

For more information and/or an application, visit www.lul.org