

URBAN LEADERSHIP ALLIANCE SEMINAR A SHORT HISTORY

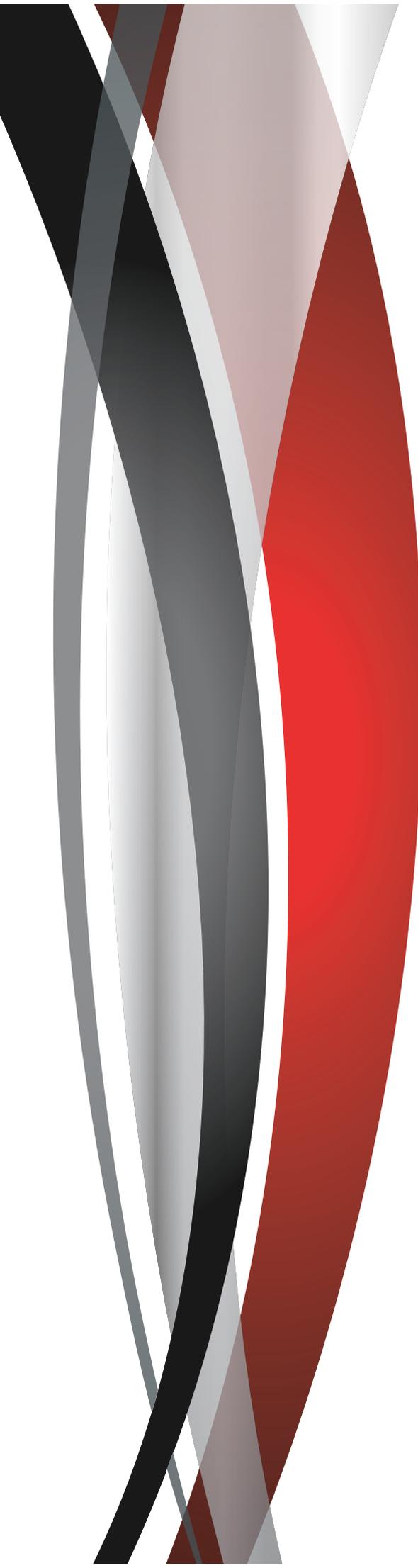
Background

In 2011, UPS-Louisville initiated a meeting between the Louisville Urban League (LUL) and SOAR, a leading provider of comprehensive leadership development programming with over 20 years of experience. LUL's relationship with SOAR began in 2007 when UPS partnered with SOAR to develop a customized leadership development program for its women who demonstrate high potential for executive leadership. UPS's women's program was immensely successful and continues today. Resulting from delivering a high return on investment, UPS approached SOAR to create and launch a gender specific leadership development program for high potential African American men in the Louisville metro region.

Ben Richmond, then CEO of the LUL, had a vision for a men's leadership program but needed some developmental assistance to actualize his concept for filling corporate leadership pipelines with African American men. With SOAR's coordination, Mr. Richmond brought to the table thought leaders from UPS and LUL to plan and implement his concept. An agreement was made that UPS would fund the initial curriculum development, LUL would recruit participants from other local Louisville area corporations, and SOAR would deliver the African American specific program. From this collaborative effort, ULAS was born.

Officially launched in 2013, ULAS has become the premier leadership development program for large and medium-sized 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 regional leading corporations: LG&E/KU, UPS, Ford Motor Co., Anthem, Norton Healthcare, Horseshoe Southern Indiana, U of L Alumni Association, GE Appliances, First Capital Bank of Kentucky, AT&T, BB&T, KentuckyOne Health System, Kroger, Metro United Way, Yum! Brands.

In 2016, the LUL passed the leadership torch from Ben Richmond to Sadiqa Reynolds, who continues to embrace and support the program. ULAS is now graduating its fourth class and launching its recruitment efforts for its fifth class starting March 2017. Nathaniel Green and Allen Cawley, two successful business leaders, continue to facilitate the leadership development work of ULAS.



ULAS BY THE NUMBERS

1) Of the 40 ULAS graduates to date, nearly 60% have received promotions, lateral moves with more responsibility, or expanded job duties within a year of their graduation.

2) Each graduate was matched with a mentor. 80% of whom continue to mentor, post-graduation, existing mentees. Over the course of three years, 24 successful African American men in senior or former senior leadership positions continue to mentor, guide, and give career advice to ULAS participants.

3) Each graduate had the opportunity to meet and challenge the wisdom of successful African American businessmen, such as Wil James, President, Toyota Motor Manufacturing, Kentucky. Wil told the story of how he was able to convince Japanese leadership in Japan that building the Lexus at the Georgetown plant would be a success. In addition, they heard from 9 other senior African American male executives, such as Wil, who have set the leadership bar high for all ULAS graduates to follow.

4) 95% of graduates said the program met or exceeded their expectations.

ULAS BEYOND NUMBERS

ULAS is much more than the numbers. It's about the comradery and spirit of ULAS itself. As Albert Einstein pointed out "Not everything that can be counted counts. Not everything that counts can be counted."

1) It is the story of senior level African American businessmen and other willing leaders helping to grow and guide potential African American executives.

2) It's the story of connecting ambitious high potential African American men in these participating companies to each other, which creates a stronger social fabric and networking support system for all ULAS participants.

3) It's the story of how an African American executive can best navigate the world of business expectations and corporate leadership to achieve success.

4) It's the story of pushing boundaries in our major corporations to help those currently in power better understand the nature of unconscious bias and other hidden barriers that impede the advancement of African American males.

5) It's the story of pushing other African American participants to dream big, work hard, and succeed in all life's dimensions.

It is a grand story, and each year it is growing stronger and better.