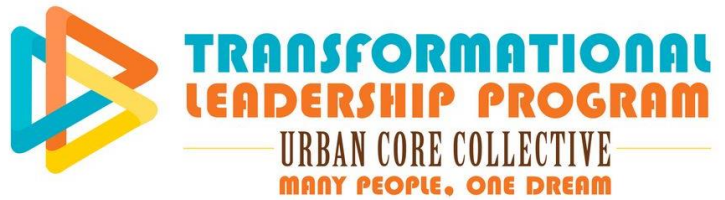


URBAN CORE COLLECTIVE



2016-2017 Transformational Leadership Program Applicant Information Packet

ABOUT THE UCC

Our Mission

To increase the capacity and accessibility of supportive services that address the core needs of people of color and marginalized families residing in Grand Rapids.

Our Vision

Grand Rapids families and neighborhoods will maximize their full human potential, thus redefining the negative stereotypes associated with living in the urban core.

Our Core Values

We believe that successful people and neighborhoods overcome the negative side effects of systemic racism through equal access to education and the resources to live physically, emotionally, mentally, and spiritually healthy lives.

Our Members

- Baxter Community Center
- Family Outreach Center
- Grand Rapids African American Health Institute
- Grand Rapids Urban League
- Hispanic Center of Western Michigan
- United Methodist Community House

www.urbancorecollective.org

OVERVIEW

The Urban Core Collective is a coalition of community-based nonprofit entities that serve communities of color within Grand Rapids by enhancing their capacity to achieve and sustain a quality of life that is healthy and prosperous for all. Influential leadership is a core competency in fulfilling that role through the facilitation of systemic change for equity.

The Transformational Leadership Program is an initiative of the Urban Core Collective. The objective of the program is to create a pipeline of future professional leaders from communities of color who are service-oriented and possess the potential to fulfill leadership positions across sectors of Grand Rapids. These leaders will then grow shared-leadership in others to support the systemic change necessary to achieve racial equity for all community members.

TLP IS DESIGNED FOR PARTICIPANTS TO:

Gain knowledge, attitudes, and behaviors of a transformational leader.

Grow an understanding of one's self and others as a professional, learner, and as a leader.

Develop an understanding of the change process needed to effectively address concerns within organizations and communities.

Develop an informed leadership approach to participating in community dialogue and influencing the community agenda.

Build on the readings and experiences from successful or effective leaders within and outside of our community to enhance personal leadership potential.

Build intentional relationships within and outside of the TLP membership.

Utilize leadership potential by engaging with the implementation of a project that positively impacts the systemic change necessary to achieve racial equity for all community members.

Define personal role and responsibility as a community leader committed to inclusion and equitable opportunity for quality of life attainment.

CANDIDATE CRITERIA

In reviewing potential candidates, several key factors will be considered. The strength of the application, strength of the interview, and the personal attributes of candidates will all play a role.

The Urban Core Collective is looking for individuals 21 years of age or older that offer complete and compelling answers, demonstrate commitment to the program, offer a diversity of thought, have current involvement in their community, and have a desire to use their leadership to support community change.

Applicants will be selected based on the following criteria:

- Leadership potential
- Team & individual work ethic
- Demonstrated commitment to community transformation and racial equity
- Strong communication skills
- Ability to interact with others from culturally diverse backgrounds

APPROACH

Sessions are goal oriented, relevant, and practical. Instruction relies on participant's participation, drawing on group knowledge and experience to make the topics covered relevant to issues in our community today. Selected participants are intentionally brought together to create a group diverse in thought, professional and educational experience, and background. The result is a rich adult learning environment that utilizes the array of strengths in the group to engage in effective leadership development geared towards catalyzing community change.

The program strives to interact with participants across learning styles, utilizing written materials, discussions, lectures, and first hand experiences to emphasize the topics. Participants will develop both universal leadership skills as well as skills specific to professionals of color.

The Transformational Leadership Program seeks to both develop individuals, assisting them in defining and reaching their personal goals, and to foster a network of empowered and capable individuals to address systemic issues of racial inequity in our community across sectors.

PROGRAM FORMAT

Participants will meet once a month for half-day adult learning sessions from 11:30 AM – 5:00 PM. Sessions will be held across the city, giving participants the opportunity to experience various influential businesses in Grand Rapids. Past locations have included Steelcase, Varnum Law, the Grand Rapids Art Museum, Spectrum Health, Cascade Engineering, and others.

Each month's session will include lunch, a guest speaker who is a leader in the community, project and discussion based work, and lecture. There will be reading assignments for every session as well as some writing assignments. In between monthly sessions, participants are expected to contribute to the Transformational Leadership Program online forum by sharing their perspectives on readings, current events, etc. Updates and reminders regarding assignments, upcoming sessions, and community opportunities will also be shared through the online forum.

Additionally, there are several professional development and networking opportunities for TLP co-hort members and alumni to attend: luncheons, fundraising events, day conferences, workshops, speaker events, etc. For current co-hort members, participation in these events is not mandatory and will not affect graduation. Such opportunities are announced via the TLP online portal as they become available throughout the year.

SESSION DATES & TOPICS

In order to graduate from the program, participants must attend Orientation and at least 5 of the 6 sessions listed below. Work and family conflicts will be taken into consideration to excuse absence from one session, provided the participant contacts the facilitators before the session. Each month's session will include lunch, a guest speaker who is a leader in the community, project and discussion based work, and lecture. There will be reading assignments for every session as well as some writing assignments.

In between monthly sessions, participants are expected to contribute to the Transformational Leadership Program online forum by sharing their perspectives on readings, current events, etc. Updates and reminders regarding assignments, upcoming sessions, and community opportunities will also be shared through the online forum.

All sessions will be held on the 2nd Thursday of each month from September 2016 to May 2017, beginning with lunch at 11:30 AM until 5:00 PM, unless noted otherwise.

SESSION	DATE	TOPIC
Orientation	October 13, 2016 (2:30 - 5:00 PM)	Orientation, Introductions, and Overview of the Program
1	November 10, 2016	The Nature & Importance of Diverse Community Leadership
2	December 8, 2016	Leadership Communication Skills
3	January 12, 2017	The Power of Intentional Relationships
4	February 9, 2017	Achieving Racial Equity Through Systemic Change & Collective Impact
5	March 9, 2017	Effective Community Engagement & Empowerment
6	April 13, 2017	Advocacy as Leadership
7	May 4, 2016* (2:30 - 5:00 PM)	Final Session: Reflection & Evaluation
Graduation	May 2017	Graduation
All sessions are held on the 2 nd Thursday of each month from 11:30 AM - 5:00 PM except for Session 7 and Graduation.		

HOW TO APPLY & IMPORTANT DATES

Below are the steps you need to follow to apply for the program, including submission due dates. After application review, final candidates to be considered for the program will be asked to attend an interview on Monday, September 26th, 2016.

- **APPLICATION: due FRIDAY, SEPTEMBER 16th, 2016 by 5:00 PM.**
 - Applications must be submitted on or before Friday, September 16th by 5:00 PM (late submissions will not be considered). The application must be completed in one session; it cannot be saved.
 - For your convenience, you can preview the application questions and prepare your responses by downloading a pdf of the application at <http://urbancorecollective.org/initiatives>.
- **REFERENCES: due WEDNESDAY, SEPTEMBER 21st, 2016 by 5:00 PM**
 - **A total of THREE references are requested in addition to your application. ONE of those references must be from your current employer** or business partner (if you are self-employed, you are not required to have an employer reference but ARE still required to submit a total of three references).
 - Non-employer references should be individuals that can speak to your professional and leadership experience must provide a reference on your behalf.
 - **You will be asked to identify your references on your application. ALL individuals submitting a reference form on your behalf must do so online.** Direct your references to <http://urbancorecollective.org/initiatives> to complete and submit their recommendations online.
 - **Applicants who do not have all three references and/or do not have an employer reference submitted by Wednesday, September 21st will not be considered.**
- **INTERVIEWS: MONDAY, SEPTEMBER 26th, 2016**
 - After initial application review, qualified candidates will be requested to participate in a 30 minute interview on 8/29 (candidates will be notified via email regarding the status of their candidacy).
- **ORIENTATION: THURSDAY, OCTOBER 13th, 2016**
 - All TLP Co-hort members are required to attend Orientation on 9/13 from 2:30 – 5:30 PM (location to be announced).

We look forward to receiving your application and documentation required to consider your participation in this exciting opportunity! If you have any questions regarding the application process or the program, please do not hesitate to contact TLP Project Managers Danielle Veldman or Shavon Doyle-Holton at danielle@inclusiveperformance.com or shavon@inclusiveperformance.com.