Oishei Fellowship for Leaders of Color
Inaugural Cohort 2019

The John R. Oishei Foundation is partnering with Rockwood Leadership Institute (https://rockwoodleadership.org) to offer a special Art of Leadership to support Nonprofit (NFP) Leaders of Color within the Buffalo-Niagara region.

The Art of Leadership teaches critical personal and organizational leadership skills necessary for successful and sustainable leadership including powerful visioning, listening, speaking, presentation, coaching, collaboration, and feedback skills. This rigorous five-day retreat contains the fundamentals of Rockwood’s curriculum, including practice in essential skills like courageous conversations as well as tools for sustainable work-life balance through the “Personal Ecology” module.

Upon completing the program, participants will become part of a 7000+ national and international member Rockwood Community of Practice, which provides post-training learning opportunities through alumni gatherings and various social media tools.

The Rockwood Art of Leadership session includes:
- A five-day intensive leadership retreat
- A 360-degree Leadership Assessment
- For each participant, a comprehensive workbook and electronic resource filled with tools and processes to use within participants’ own organizations
- A post-training survey evaluation delivered to the Oishei Foundation

Schedule - Oishei Fellowship for Leaders of Color

The five-day retreat will be held at Beaver Hollow Conference Center (www.beaverhollow.com) in Java Center, New York, from November 18 – 22, 2019.

Selection Criteria:

This inaugural cohort of 24 Fellows will comprise self-identified NFP Leaders of Color across a spectrum of professional experience and life who are committed to enhancing the economic vitality and quality of life in the Buffalo-Niagara region for all people.

Screening and selection will be completed by experts at the Rockwood Leadership Institute and based on the following criteria of individuals who:

- Possess a personal and professional readiness to learn new leadership skills
- Are interested in participating in a rigorous learning experience to explore personal vision, increase sustainability, and build relationships with other NFP Leaders of Color in the Buffalo-Niagara region
- Demonstrate a commitment to improving the wellbeing of all people in the Buffalo-Niagara region
- Represent a diversity of racial/ethnic communities
• Represent a meaningful cross-section of NFP professional backgrounds, experiences, and sectors
• Commit to full participation in the program, including attendance at all five days of the Art of Leadership program, completing required pre-retreat work, formal post-training evaluation, and ongoing peer coaching, as well as contributing to ongoing dialogue with the Oishei Foundation on leadership opportunities for POC

How to Apply:

Candidates may apply through an application process that will be managed by the Rockwood Leadership Institute. Rockwood will select 24 Fellows for the Inaugural Cohort.

If you are interested in applying, or know someone who would be a great candidate, please contact Sarah Demarest de Rivera at Sarah@rockwoodleadership.org.

The application process will be available August 1, 2019. The deadline to apply is September 1.

The Inaugural Cohort of the Oishei Fellowship for Leaders of Color will be announced the week of September 16th.

Program Instructors:

Rockwood has assembled a team of two master trainers to lead this inaugural Fellowship training. José Acevedo and Chrissie Castro are nationally and internationally recognized thinkers, educators, and activists who are experienced in collaboration and capacity-building.

José Acevedo

José is a senior partner at New World Consulting and an expert in facilitating the development of leadership and the creation of high-performing teams and organizations. José has spent the last 30 years helping a broad range of groups throughout the world deal with the implications of the reality that “culture eats strategy for breakfast,” and that we can’t do our best work without breathing space. He is a graduate of NYU Law School and spent three years working for the NYC Municipal Employees Union.

Chrissie Castro

Chrissie Castro, Diné and Chicana, is a social justice consultant dedicated to equity for all peoples, with an emphasis on building power and self-determination of American Indian/Alaska Native communities. Chrissie has more than 15 years of senior management experience in government and nonprofit sectors, and has been consulting for the past 10 years. She co-led the change to replace Columbus Day with Indigenous Peoples Day in the city and County of Los Angeles. She was a co-founder of Indigenous Women Rise, which organized the Indigenous women’s contingent of 1,000 Indigenous Women at the Women’s March in DC. She is the Network Weaver of the Native Voice Network, a national network of 35+ Native-led organizations that mobilize through indigenous cultural values. She recently launched two projects to build community and political power of Native communities – locally, the California Native Vote Project and nationally, Advance Native Political Leadership. Chrissie is a certified life coach, and is passionate about utilizing coaching for personal, organizational and community transformation.
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<tr>
<th>Day One</th>
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<tbody>
<tr>
<td>3:00 – 6:00 PM</td>
<td>Introductions &amp; Overview of Program</td>
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<tr>
<td>6:00 – 7:00 PM</td>
<td>Dinner</td>
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<td>7:00 – 8:30 PM</td>
<td>Overview of <strong>Purpose</strong>, as the foundation of leadership</td>
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<td>10:00 PM</td>
<td>Quiet time</td>
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<tr>
<th>Day Two</th>
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<tbody>
<tr>
<td>7:45 - 8:45 AM</td>
<td>Breakfast</td>
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<tr>
<td>8:45 – 12:45 PM</td>
<td>Overview of <strong>Vision</strong>: Communicating our vision as leaders, presentation, listening and feedback skills</td>
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<tr>
<td>12:45 – 2:15 PM</td>
<td>Lunch</td>
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<tr>
<td>2:15 – 6:15 PM</td>
<td><strong>Vision</strong> continued and Overview of <strong>Performance</strong>: 360-degree feedback assessment review and analysis; action planning on survey results</td>
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<td>6:15 – 7:30 PM</td>
<td>Dinner</td>
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<tr>
<td>7:30 – 9:15 PM</td>
<td><strong>Performance</strong> continued: Group teambuilding skill development; Team Performance Survey Team/organizational assessment and analysis; developing skills to develop highly-functioning teams</td>
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<td>10:00 PM</td>
<td>Quiet time</td>
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<th>Day Three</th>
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<tr>
<td>7:45 – 8:45 AM</td>
<td>Breakfast</td>
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<tr>
<td>8:45 – 12:45 PM</td>
<td>Overview of <strong>Resilience</strong> and emotional intelligence: Creating results as a leader through managing leadership posture and monitoring impact; Taking responsibility for managing state of being</td>
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<tr>
<td>12:45 – 3:15 PM</td>
<td>Lunch and Long break</td>
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<tr>
<td>3:15 – 6:30 PM</td>
<td>Overview of <strong>Partnership</strong>: Exploring the intersections between personal and collaborative power, active listening, social identity storytelling and authentic dialogue as they relate to effective leadership</td>
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<tr>
<td>6:30 – 7:30 PM</td>
<td>Dinner</td>
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<td>10:00 PM</td>
<td>Quiet time</td>
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<th>Day Four</th>
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<tr>
<td>8:00 – 9:00 AM</td>
<td>Breakfast</td>
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<tr>
<td>9:00 – 12:15 PM</td>
<td>Overview of <strong>Personal Ecology</strong></td>
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<tr>
<td>12:15 – 1:30 PM</td>
<td>Lunch</td>
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<tr>
<td>1:30 – 6:00 PM</td>
<td><strong>Partnership</strong> continued: Courageous Conversations and Collaborative Conversations</td>
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<tr>
<td>6:00 – 7:15 PM</td>
<td>Dinner</td>
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<tr>
<td>7:15 – 8:30 PM</td>
<td>Group Activity</td>
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<tr>
<td>8:30 – 10:00 PM</td>
<td>Party!</td>
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<tr>
<td>8:00 – 9:00 AM</td>
<td>Breakfast</td>
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<tr>
<td>9:00 – 12:40 PM</td>
<td>Revisiting <strong>Vision</strong> and Leading Forward, Closing Circle</td>
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<tr>
<td>1:00 PM</td>
<td>Lunch</td>
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THEORY OF CHANGE

Human Evolution

TO CHANGE COMMUNITIES
VALUE/EMBODY:
- Leadership as a way of being
- Agency
- Positive and Proactive vision
- Collaboration
- Intergenerational leadership
- Investment in creativity
- Sustainable leadership

TO CHANGE THE WORLD
- Radical inclusion
- Leaders attuned with natural systems
- Liberation of minds and souls and bodies

TO CHANGE THEMSELVES
OPEN TO:
- Ambiguity
- Vulnerability
- Kinship
- Creativity
- Change
- Modeling Powers
- Sharing Power

ROCKWOOD
- Always on the edge of leadership
- Expands the definition of leadership
- Creates spaces and practices where people can connect and be whole
- Opens pathways to personal transformation that are accessible and welcoming
- Invites in, offers out, and connects across
- Sustains leaders throughout their leadership journey

SUPPORTS LEADERS
WHO ARE WILLING TO:
- Learn and be changed
- Be evaluated by peers
- Self-reflect and be vulnerable
- Learn from and share wisdom with other leaders
- Work over a lifetime

WITH STRATEGIES
- Leadership programs for individuals
- Leadership programs for cohorts

RESOURCES
- Staff
- Training team
- Board of Directors
- Individual Donors
- Foundation support
- Alums

ASSUMPTIONS ABOUT LEADERSHIP
- Anyone can lead
- Self-knowledge is essential to good leadership
- Effective leadership is radically inclusive and collaborative

CORE CONSTITUENTS
Leaders working toward the common good
Oishei Fellowship for Leaders of Color

Frequently Asked Questions

1. I’m not an executive director. May I apply?
Absolutely! We believe that leadership exists at every level of an organization and encourage people from all corners of the NFP community to apply. People of Color who work in the Foundation’s focus areas of health and human services, arts/culture, neighborhood stabilization, and education, are invited to submit an application.

2. Will I be expected to participate in the full week of training?
Yes. The five-day retreat is onsite at Beaver Hollow Conference Center in Java, NY. The agenda is full of rich curriculum, and we ask that you be present (on-site) for the entire training from beginning to end. One of Rockwood's selection criteria is based on the Fellow's willingness to commit to the full training. The training will be a wonderful opportunity to learn. We also want to provide Fellows with an opportunity to refresh and renew their spirit. If you have overnight childcare needs at home, a nightly stipend will be provided. Please contact lolszak@olszak.com for details. In addition, we encourage you to carpool with other Fellows from your area. A $40 stipend will be provided per vehicle.

3. What is going to happen at this training?
The Art of Leadership training is designed to help you to create a more effective, sustainable, humane life. The curriculum is led by trainers who are steeped in leadership and organizational development. You'll experience the curriculum through a variation of activities, including visualization, personal journaling, pair work, and group work.

4. How much is the training fee?
The John R. Oishei Foundation, through its Leaders of Color Fellowship, is supporting the $5,800/Fellow fee. There is no cost to the participants.

5. What housing arrangements are being made?
With our commitment to creating an opportunity to relax, restore, and focus on your training, we are pleased to be providing each participant with a single room at the Beaver Hollow Conference Center as well as healthy menu options. You will have no costs for the room accommodation and all meals but we ask that you cover any other incidentals.

6. Five days is a long time to be away from work.
We appreciate that this is a huge commitment of time away from family and work. We consider this to be an important investment in your leadership practice and encourage your organization to see this as a significant professional development opportunity and an essential part of your work responsibilities.

7. What should I bring to the training?
Please focus on comfort. Bring what you'll need for a several night stay in a beautiful facility. This might include: sturdy, flat-soled shoes, comfortable clothes, and raingear depending on the weather, journal, and/or book and toiletries.

8. May I bring my family to the training?
We request that participants come on their own to ensure that they are able to be fully engaged in the rigorous curriculum and with one another. If you have any special circumstances, please feel free to call Lisa Olszak Zumstein (contact information below), who will be happy to provide assistance and counsel.

9. What happens after the training?
You will be connected in unimaginably rich ways to the Fellows in your cohort; we will ask you to spend some time sharing your experience and thoughts about leadership with the trustees and staff of the Oishei Foundation in informal conversations and formal focus groups, if appropriate; and you will have the opportunity take part in local alumni gatherings to stay connected with your colleagues.

10. Who do I talk with if I have more questions?
Please reach out to Lisa Olszak Zumstein, Program Director for The John R. Oishei Foundation Fellowship for Leaders of Color at 724-679-9261 or lolszak@olszak.com. Lisa has had extensive experience with a similar program in Pittsburgh and is herself a graduate of the Art of Leadership training.