

OISHEI FELLOWSHIP FOR LEADERS OF COLOR COHORT 3



INFORMATION & APPLICATION GUIDELINES

Applications Open: May 3-24

Rockwood Leadership Institute *Art of Leadership* Training:
October 25–29, 2021

The John R. Oishei Foundation is partnering with Rockwood Leadership Institute (rockwoodleadership.org) to offer a special VIRTUAL *Art of Leadership* to support Nonprofit (NFP) Leaders of Color within the Buffalo-Niagara region, October 25–29, 2021.

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 VIRTUAL retreat, designed for each day, 9:30 am–3:30 pm, 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 an 8000+ national and international member Rockwood Community of Practice with over 70 fellows from the Buffalo/Niagara region. This network provides post-training learning opportunities through alumni gatherings and various social media tools.



JOHN R. OISHEI FOUNDATION
Oishei Fellows | *Leaders of Color*

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With continued focus on safety, health, and wellbeing as the most important considerations during this time, Rockwood Leadership Institute has adapted the curriculum to a VIRTUAL format for 2021. Please keep the following in mind as you consider submitting your application:

1. Ability to commit every day, October 25-29, from 9:30 am-3:30 pm, to learning and leadership work. There will be a 90-minute lunch break each day with several smaller breaks throughout the day.
2. Ability to create a restful space, if you choose to attend from home. The Oishei Foundation is also making it possible for Fellows to stay at the Hampton Inn & Suites Downtown Buffalo (Sunday through Friday – Lodging by the Foundation) in order to participate fully in this work, without interruption. A daily meal stipend, as well as coverage for parking fees, will be provided.
3. Access to stable internet connection, desktop computer (preferred) or tablet or mobile device, microphone and headset, and web camera.
4. Ability to participate in live facilitation as well as small group discussions with your facilitators and individual work on your own, such as journaling and reading. Rockwood Leadership Institute offers live captioning.
5. Commitment of those in your household to supporting your "retreat" mindset during the week.

INCLUDES

- A five-day intensive VIRTUAL leadership retreat
- A 360-degree Leadership Assessment
- For each participant, a comprehensive workbook, available in hard copy and writable PDF, as well as an electronic resource filled with tools and processes to use within participants' own organizations
- A post-training survey evaluation
- A daily meal stipend for all Fellows
- Childcare stipends

SCHEDULE

The five-day VIRTUAL retreat will be held from October 25-29, 2021, 9:30 am- 3:30 pm.

SELECTION CRITERIA

This third 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 for all people in the Buffalo-Niagara region. 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 VIRTUAL 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 BIPOC leaders.

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 Cohort 3. Applicants are encouraged to be thorough and thoughtful in completing their application. If you are interested in applying, or know someone who would be a great candidate, please contact Melanie Anne Conway at melanie@rockwoodleadership.org. The application process will open on May 3, with a deadline of May 24, and the link will be available through Rockwood's website, www.rockwoodleadership.org, or the Foundation's website, www.oishei.org. Notification of acceptance to the Fellowship cohort will begin the week of June 16.

TRANSFORMATIVE



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PROGRAM INSTRUCTORS

Rockwood has assembled a team of two veteran trainers to lead the Fellowship training. José Acevedo and Helen Kim are nationally and internationally recognized thinkers, educators, and activists who are experienced in collaboration and capacity-building. Both José and Helen are pleased to be returning to Buffalo for Cohort 3. José has been one of our trainers since the Fellowship's inception in 2019 and was joined by Helen in 2020.

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. José is now considered an honorary Buffalonian, having trained Cohorts 1 and 2; he looks forward to spending time with Cohort 3.

Helen Kim For more than 25 years, Helen has worked with leaders, organizations, and networks in the US and internationally in promoting racial, economic, and environmental justice. Her focus is on transforming leadership culture, developing innovative strategies, and building effective partnerships. Helen is co-author of *Working Across Generations: Defining the Future of Nonprofit Leadership*. She emigrated from Korea when she was twelve years old, studied history and law, and is guided by passion for justice and generosity of spirit.

FREQUENTLY ASKED QUESTIONS

I'm not an executive director. May I apply? Absolutely! We believe that leadership exists at every level of an organization. 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.

Will I be expected to participate in the full week of VIRTUAL training? Yes. The agenda is full of rich curriculum, and we ask that you be present for the entire training from beginning to end. The days are thoughtfully designed with "screen time" in mind. 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 and make valuable connections. Our hope is to provide Fellows with an opportunity to refresh and renew their spirit within this new format.

What is going to happen at this training? The *Art of Leadership* training is designed to help you create a more effective, sustainable, humane life as well as increase your leadership impact in the Buffalo-Niagara region. The curriculum is led by trainers who are steeped in leadership and organizational development. You'll experience the curriculum through a variety of activities, including visualization, personal journaling, pair work, and group work.

How much is the Rockwood training fee? The John R. Oishei Foundation, through its Leaders of Color Fellowship, is supporting the \$6,000 fee for each Fellow. There is no cost to the participants.

With pandemic considerations still in place, what is the best setting for the virtual learning? Depending upon your family situation, home environment, and personal health considerations, there are a number of good options. You can, of course, attend virtually from home or a location of your choice; we encourage you to create a dedicated, quiet, and restful space with good internet connectivity. You will also have the option to stay at the Hampton Inn & Suites in Downtown Buffalo, where COVID protocols are rigorously followed. While you will not be able to interact with the other Fellows as in pre-COVID times, you will have the opportunity to have a quiet space away from the demands of home and work. We support either option and will do everything possible to help with decision making and maximizing the best option for your particular situation and home/family commitments.

How will I prepare for this virtual retreat? Rockwood will be providing pre-work and will bring the cohort together, as a whole and in small groups, before the week of October 25.

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

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, has guided Cohorts 1 and 2 of the Oishei Fellows, and is herself a graduate of the *Art of Leadership* training.

LIFE-CHANGING

