

## Leadership Connections

Leadership Connections are professional peer group networks, quarterly networking luncheons and 12-month cohort programs for women of color currently leading or emerging in their leadership journey in the nonprofit sector. The professional peer leadership groups are tailored to the specific professional pathway of its members and are committed to improving the nonprofit sector’s ability to make an impact by investing in its leaders who will think critically, act courageously and work collaboratively.

Our leadership groups range from emerging leaders entering the nonprofit sector workforce to C-Level professionals. Groups are 8-10 women that meet monthly for lunchtime sessions that provide network connections, leadership coaching, peer support, a confidential place to discuss challenges, a think tank to innovatively generate solutions, and educational resources to expand knowledge. Facilitated by nonprofit professionals that currently lead within the nonprofit sector and are trained to assist and lead the group in leadership development, problem solving and success coaching. In addition to monthly sessions, there are workshops, retreats, and invite-only events hosted and/or developed by ConnectThree.

ConnectThree facilitates five networks designed for women of color at various stages of their career in the nonprofit sector.

	<p><b>Leadership Connections<sup>C</sup></b>          Designed for C-Level Executives leading large organizations who desire to grow their influence and impact. The goal is to position executives to use their expertise to become a prominent influencer, thought leader and change agent in their fields.</p>
	<p><b>Leadership Connections<sup>D</sup></b>          Designed for Director level professionals who desire to grow their professional expertise and impact leading small to mid-size organizations or departments. The goal of this network is to empower its leaders to fully embrace their recent promotion and prepare for future promotion.</p>
	<p><b>Leadership Connections<sup>M</sup></b>          Designed for mid-management leaders that desire to advance to the executive level. Members of this network will learn what it means to make the right connects and how to benefit from them.</p>
	<p><b>Leadership Connections<sup>EL</sup></b>          Designed to empower entry-level and emerging leaders in the nonprofit sector, with little to no prior leadership experience, to clarify their purpose, develop plans to pursue it, and obtain their first promotion. Members of this network will complete a career development plan that results in an increased desire to learn and achieve in your current role.</p>
	<p><b>Leadership Connections<sup>EL2</sup></b>          Designed for college students who are interested in merging their passion for making a difference and their profession. Facilitated on college campuses, participants must be junior and senior level undergraduate students or graduate level students who are interested or seeking careers in the nonprofit sector</p>



## Leadership Connections Quarterly Luncheons

Leadership Connections Luncheons bring together all women participating in a Leadership Connections Peer Group as well as top women of color nonprofit leaders for a lunch hour of connection and conversation. Luncheons include time to network, a leadership development speaker or facilitated conversation and time to connect with nonprofit leaders from across the sector.



## Connections Matter: Black Women Leading in Nonprofit

As a culmination to participating in a Leadership Connections Peer Group or serving and committing to a career in the nonprofit sector, Connections Matter is a 12-month cohort designed to support Black women nonprofit leaders and future leaders, designed to support Black women at the decision-making table of philanthropy ensuring that more philanthropic dollars and economic dollars reach the black community while also creating the table for Black women in Philanthropy. The cohort includes 12 sessions with topics specific to Black women leading in the nonprofit sector, healing practices and sessions for women on color leading in social justice, 12-months of executive coaching to help them navigate their personal and professional development goals and opportunity to develop and deliver a Ted-like speaking presentation, honing public speaking and storytelling skills. Applications are available Fall of each year.

### What cohort members are saying:

*When I first heard about the BWNPL cohort, I was excited about the opportunity to further my development as a leader professionally, in the presence of Black women. What I received was so much more. The cohort is a master class in self-discovery. By offering a soft, affirming space to lay my burdens down, I was able to heal, grow, and learn in ways I never anticipated. The cohort experience unlocked in me, what had been there all along but had been devalued, micro aggressed, and misappropriated by the world. I completed the cohort with a boldness and belief in myself that has allowed me to soar, professionally and personally. Within two months of completing the cohort, I leveled up to a professional dream C-Suite position! The network of badass women, who I now call sister-friends, was the cherry on top! I am so grateful for the space, the guidance, and the leadership of Errika Flood-Moultrie!!! She is truly one of a kind. She believes in the power of Black women like none other. Thank you for the opportunity, Errika. You are truly a blessing!*

*Summer Rose Chaney, PsyD  
Chief Clinical Officer  
Communities In Schools of the Dallas Region*

*Being a part of the cohort allowed me to rediscover the young woman I had been when I was a young HBCU graduate full of dreams and an unwavering drive to make a difference in education. I was able to shed the layers of jaded experiences, missed opportunities and professional disappointments by talking and being in fellowship with my fellow cohort sisters. We learned to define who we are and walk every day as great women full of purpose, grace and wisdom. Leaving as a public speaker, author and upskilled professional allowed me to step into a new role just months after the end of the cohort. This was one of the best experiences I have ever had and will continue to recommend this to other Black Women in NonProfit Leadership.*

*Shane Woods  
Executive Director  
GirlStart*

*Founder/CEO  
Brainstem Consultant*