



HDC Leadership Development Survey Course

HDC's Survey Course "gives great insight to all the parts and pieces of the affordable housing industry and that is important for future success with clients and business partners. It also opens up an avenue to support the industry."

-For-Profit Graduate

The **2017 Leadership Development Survey Course (LDSC)** is designed for staff of HDC member organizations who demonstrate a commitment to the field, leadership potential, and who will benefit from gaining further insight into what it means to be a leader in the affordable housing sector. Our survey sessions are designed to provide participants a **broad overview** of the sector and exposure to the many and varied roles of leaders in mission and value-driven organizations. In addition, participants in our program become **active partners** in their learning experience as they team with presenters to shape each learning session.

The course "provides a rare opportunity to develop relationships with peers that would be difficult to develop organically outside of the program. Furthermore, the program provides a unique opportunity for a professional to learn about different career paths within in the field and then reflect on their own professional goals.

-Survey Course Graduate

Selection Process

Participant selection is competitive and designed to create a balanced and diverse program cohort representing the various types of HDC members. No more than 20 candidates are chosen annually. The average cohort is comprised of approximately 60% non-profit staff, and 40% private and public sector staff. Generally, only **one participant per member organization** is selected.

Curriculum

The LDSC provides a survey of affordable housing and leadership competencies, and creates space and opportunities for peer learning, sharing, testing ideas, and building lasting relationships. Topics will be introduced by current leaders and experts in the industry. This program is not meant to be exhaustive or duplicate other already existing in-depth leadership training programs.

Time Commitment

The program will require approximately **65 hours over 7 months**, including a day-long Saturday retreat, eleven 5-hour learning sessions, networking happy hours, and individual work in preparation of our learning sessions. See attached schedule and commitment form for specific dates and times.

Cost

Leadership development is an important part of HDC's mission and member services offerings, and is only available to qualified staff from our membership. The cost for each participant is \$325; at least 80% of which is to be paid by the participant's employer. **Full and partial scholarships are available.** There is no fee to apply.

"The Leadership Development Survey Course offered by HDC is different from other programs in that it focuses on understanding who you are, and how to develop a leadership style based on personal experiences to lead."

-Survey Course Graduate





2017 Leadership Development Survey Course Itinerary

Please note that while the dates listed are finalized, session topics are subject to change slightly. Full commitment to participating in LDSC sessions is required. A total of two missed sessions is permissible, excluding our opening retreat. Session venues will be announced at least two weeks prior to each session; each regular session is from 12 - 5 pm.

November 10, 2016 - Welcome Reception; 4:30 - 6:00 pm

This program is made possible through the generous support of our sponsor

December 3, 2016 - Opening Retreat; 8 am - 4:30 pm
Program Overview

December 14, 2016 - Session One - Leading in a Diverse Community
Cultural Competency and Institutional Racism



January 11, 2017 - Session Two - Learning from Leaders
Leadership Panel, History of the Sector

January 25, 2017 - Session Three - Understanding the Public Realm
Policy and Advocacy, Coalition Building

"Not only is it a great opportunity to develop professional skills, but [...] this course provides all of the leadership training in the context of affordable housing while allowing us to connect with our peers in the field and learn directly from, and in concert with, current leaders of the field."

February 8, 2017 - Session Four - Resource Development
Cultivating Stakeholders, Funds, & Partnerships

February 22, 2017 - Session Five - Interpersonal Communications
Communication Styles and Skill Building

-LDSC Course Graduate

March 15, 2017 - Session Six - Money Matters
Shepherding Financial Resources

March 29, 2017 - Session Seven - Telling Your Story
Branding, Marketing, Messaging

"I began this course with no outside contacts in the industry and no leadership training. I completed this course with a large, diverse network of people [...] I am more confident, more aware of the industry and its challenges, and in the loop on what I can do to help (advocacy!). Thank you for this course and for HDC's great work in the sector and community."

April 12, 2017 - Session Eight - Organizational Leadership
Board, Governance, and Strategic Planning

April 26, 2017 - Session Nine - Cohort Elective, TBD

May 10, 2017 - Session Ten - Networked Impact Leadership

May 24, 2017 - Session Eleven - Next Steps
Individual Development Plan & Coaching

June 7, 2017 - Graduation; 5:00 - 6:30 pm

-LDSC Course Graduate