



HOUSING  
DEVELOPMENT  
consortium

## 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 **2023 Leadership Development Survey Course (LDSC)** is designed for staff of HDC member organizations who are interested in deepening their knowledge about the built environment and developing skills to promote cross sector collaboration and systemic change, while working to advance racial equity to create and maintain sustainable housing solutions. The LDSC program provides a **broad overview** of affordable housing and leadership competencies, and creates space and opportunities for peer learning, sharing, testing ideas, and building lasting relationships.

*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.

### Time Commitment

The program will require approximately **65 hours over 6 months**, including a half-day retreat, weekly learning sessions, networking happy hours, and individual work. Specific program schedule will be available soon. The 2023 LDSC will begin virtually, but will incorporate monthly in-person sessions. Depending on input from the cohort, we may also change the schedule and frequency of our sessions. See attached topics for an overview of the program.

### 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 in 2023 is \$225; 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.

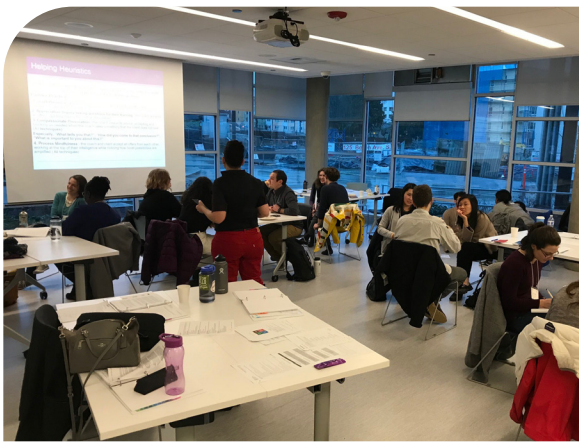
### Curriculum

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.

*"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**





## 2023 Leadership Development Survey Course - Itinerary of Topics

Please note that session topics are subject to change. Full commitment to participating in LDSC sessions is required. A total of three missed sessions is permissible, excluding our opening retreat. Sessions are currently set to run 2-3 hours weekly, specific dates to be announced shortly. As circumstances change, we may consider amending the schedule and/or meeting in person more frequently. General topics to be discussed in 2023 include:

### **Leading in a Diverse Community**

*Working to confront institutional racism and bias*

### **Interpersonal Communication**

*Work styles, managing conflict, and facilitation*

### **Learning from Leaders**

*The systems, the players, the movement*

### **Housing Finance**

*Making it pencil*

### **On the Cutting Edge**

*Cost, design, & sustainability in affordable housing*

### **Telling Your Story**

*The power of language*

### **Understanding the Public Realm**

*Policy, advocacy, and mobilization*

### **Business Development**

*Cultivating stakeholders, funds, and partnerships*

### **Governance & Network Weaving**

*Leading a movement for mission impact*

### **The Resident Perspective**

*Understanding the resident perspective and resident action*

### **Wrapping Up**

*Reflection, development planning & coaching*

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

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*"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."*

*-LDSC Course Graduate*

*"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."*

*-LDSC Course Graduate*