Achieving Excellence

Creating Top-Performing Leaders and Organizations

The effectiveness of any affordable housing and community development organization ultimately depends on the level of skill, innovation and performance orientation of its leaders. With the rapid pace of economic and demographic changes, these leaders want and need more highly developed and revitalizing education resources directly relevant to their field. But most leadership programs are generic.

Participants in the ***Achieving Excellence*** *program receive superior learning opportunities that hone their leadership skills.*

NeighborWorks' **Achieving Excellence** in Community Development Program is rooted in a commitment to provide leaders of local and regional nonprofits the highest quality educational resources to help them deliver broader and more effective results to their communities.

Achieving Excellence is an 18-month, transformational program providing community development-specific education for approximately 50 senior leaders of local and regional community development organizations serving low-income communities.

Prior to beginning the program, participants are required to outline one critical challenge facing their organization on which they will focus during an 18-month period of learning and performance. Throughout the **Achieving Excellence** program, the focus remains on these challenges and on developing strategic approaches to tackling them, with the goal of increasing the impact of the work these individuals and organizations do.

Key program components include:

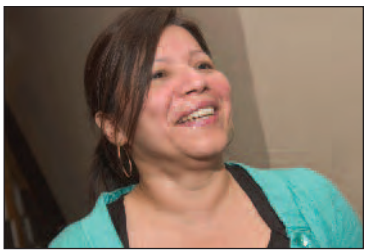
- **Academic sessions** at Harvard University's Kennedy School of Government, led by nationally recognized thought leaders and focused on the issues of leadership in community development.
- One-on-one **executive coaching** to guide participants through the program, help them pinpoint the key initiatives and activities required to succeed at meeting their challenges and define outcome-based goals to motivate and drive that success.
- A **peer-group, problem-solving** structure that enables community development leaders to grow and learn from each other's experiences, leading to greater on-the-ground success.
- Development of **strategies** to meet organizational challenges and clear **metrics** to measure success.

The cost of the **Achieving Excellence Program** is $38,000 per participant – unaffordable to most affordable housing and community development organizations. Each participant in the program is required to pay travel costs and a sliding-scale tuition fee of $5,000 - $10,000 (based upon their organization's budget). But this does not begin to cover program expenses. Donors provide the balance.

Your contribution provides support for:

- Three week-long executive sessions at Harvard, featuring content developed and delivered by Harvard faculty specifically for this program.
- Intensive executive consulting and coaching by a group of leadership and performance experts.
- Participation in a culminating commencement program at a NeighborWorks Training Institute at the end of the 18 months.
- Ongoing coaching calls, assignments and support from peers to share strategies, solutions and build the capacity of the organizations.

We invite you to become a NeighborWorks America partner and join the many socially responsible corporations and foundations that trust in NeighborWorks America and put their valuable dollars behind our work. Your contribution will help to identify and implement effective, local solutions to housing and revitalization challenges to our nation's at-risk communities.



"I could never have afforded this kind of educational program on my own. I am grateful to all the donors who are working with us to provide housing for low- and moderate-income families."

-Seila Mosquera, Executive Director
NeighborWorks New Horizons

Recent program outcomes among participating organizations:

- Total organization assets increased an average of 23 percent – $7 million per organization
- The number of affordable homes under development increased 32 percent
- The number of people who benefited from housing services, loans and community development activities increased 146 percent