Program Content & Session Details

Inside the CEO draws on current theory and research on executive development, as well as the experience of successful CEOs. The program includes readings, videos, lectures, guest panels, case studies, small group discussions, and de-briefing sessions with CEOs and others. Homework will be assigned for most sessions. Emphasis will be placed on understanding how successful CEOs think, analyze problems and implement solutions. Each participant will receive one hour of private feedback to assist in designing a personal development program for continued growth.

“What Got You Here, Won’t Get You There”*
Friday, January 19

Examine the essential changes in role, mind-set, and behavior required to make the transition from management to organizational leadership. Participants will consider knowledge, competencies, and tasks to be accomplished to successfully transition to CEO.

*Marshall Goldsmith

Leading Strategy Development & Planning
Saturday, January 20

Examine how CEOs shape vision, lead the development of competitive organizational strategy, promote innovation, and achieve organizational alignment and optimization. The political context of strategic planning and the use of power and influence will be explored.

Constructive Power-Sharing for Effective Governance & Recruiting, Retaining & Managing Talent
Saturday, February 10

We will define non-profit governance as leadership within a multi-stakeholder environment. Explore the challenge of Board – CEO relationships and consider a paradigm for constructively sharing power for greater organizational impact.

During the afternoon, we will discuss theoretical perspectives and best practices in talent management, promoting diversity and inclusion, and building a high performing management team.

Interpersonal Skills Workshop
Saturday, March 3

Rik Nemanik will lead this session, focused on building successful relationships with board members and senior managers. Emphasis will be on effectively managing communication, decision-making, problem-solving, and culture change.
Financial Management  
Friday, March 23

Through readings, lecture and case analysis, Al Kent will lead this session, providing participants with baseline knowledge of non-profit accounting, reporting, and budgeting. We will focus on skill development in interpreting financial reports and assessing financial health. The role of the CEO in financial management and budgeting will be explored with special attention to working with the CFO and Finance Committee Chair.

The CEO as Chief Fundraiser  
Friday, April 13

This session will explore the CEO as chief fundraiser, along with the CEO’s role in strategic fund development and building an organizational culture of philanthropy. Participants will build their skills in donor cultivation, solicitation, stewardship, and working with a chief development officer.

Promoting Yourself for Successful Transition  
Saturday, May 5

We will consider board, staff, donor, and stakeholder expectations for a new CEO. The session includes discussion of executive presence, communication, the importance of the first 90 days, managing stress, and responding to the extra attention (and scrutiny) that comes with leadership. Participants will develop a personal plan for continued development and preparation. In preparation for this session, each participant will have a one hour feedback and planning session with the lead instructor.