

University of Scranton

Kania School of Management

NONPROFIT LEADERSHIP CERTIFICATE PROGRAM

Cohort 5



Program Purpose

The University of Scranton's Nonprofit Leadership Certificate Program (NLCP) aims to support and advance nonprofit organizations through a comprehensive and academically rigorous leadership program. The purpose of the program is to:

1. **Identify and invest in the region's high-potential nonprofit leaders to strengthen the nonprofit field as a whole.**
2. **Create and expand a collegial network of high-performing individuals.**
3. **Provide high-quality, experience-based leadership content with an emphasis on practical uses of tools and skills to increase the impact of organizations.**
4. **Build an informal regional network of mentors and coaches for emerging nonprofit leaders.**

Program Highlights

- ✓ The NLCP is an **in-person, comprehensive leadership program** focused on providing high-potential leaders with the knowledge and insight required for transformational success within regional nonprofit organizations.
- ✓ Offered by the **Kania School of Management**. The Kania School has been ranked in Princeton Review's "Best Business Schools" for the past 10 years and is accredited by AACSB International, the highest standard of achievement held by less than 5% of business schools worldwide.
- ✓ Supported by the **Northeastern Pennsylvania Nonprofit & Community Assistance Center** and other **recognized regional experts** from practice including experienced nonprofit board members, executives and functional experts.
- ✓ With an emphasis on gaining practical leadership experience and organizational results, the NLCP offers the **space, tools, support, and accountability** to tackle pressing personal leadership goals and organizational challenges.
- ✓ The NLCP emphasizes **building strong relationships among peers and the nonprofit organizations** they represent to strengthen the regional nonprofit field as a whole.
- ✓ Those who successfully complete the program will receive a **Nonprofit Leadership Certificate** from the University of Scranton's Kania School of Business.

Program Elements

This program is designed to be a comprehensive, practitioner-focused course that tackles the pressing leadership challenges of high-potential nonprofit leaders throughout northeastern Pennsylvania. The program positions participants to successfully address both 1) their own personal leadership goals and capacity, and 2) a key organizational goal/capstone project that will strengthen their nonprofit organization.



Classroom Instruction

Includes over 40 hours of instruction led by experienced practitioners and faculty who are award winning researchers and teachers with significant expertise in leadership practice and governance of nonprofit organizations.



Peer Group Work

The program includes the formation of peer groups to assist in program reflection and the identification, refinement and solution of strategies to solve personal and organizational challenges. In addition, the peer group work is designed to build long-term relationships within the nonprofit sector that transcend the program and foster collaboration and ongoing peer support for nonprofit leaders.



Coaching & Mentorship

Each participant is assigned a peer group coach and also an external mentor to provide confidential and objective advice, guidance and feedback in relation to daily challenges, ideas, and opportunities generated from the program.



Reflection Assignments & Capstone Project

Participants are required to complete reflections after each session which are designed to provide context to each lesson in relation to their leadership approach and style. The reflections encourage the use of the tools and best practices to drive impact for the capstone project/organizational challenge they are addressing in the program. Furthermore, the reflections assure that the lessons are immediately digested and, in some cases, implemented to provide immediate impact on each leader and their organization.



“My Leadership Journey” Sessions

In order to connect participants with some of the experienced nonprofit leaders within the nonprofit sector, the program includes a mini-series entitled My Leadership Journey. These sessions offer real-world perspective and advice from seasoned nonprofit leaders and include 2-3 key takeaways designed to serve as a guide for participants as they plan their own nonprofit career path and journey.

Schedule: January 2025 - January 2026



Cohort 5 Meet & Greet - December 2024



SESSIONS

- 1 January 6th, 2025 - Getting Off To A Great Start
- 2 February 3rd, 2025 - The Big Picture: What Does Success Look Like?
- 3 March 3rd, 2025 - Leadership & Professional Growth - Leadership Styles
- 4 April 7th, 2025 - Leadership & Professional Growth - Resiliency
- 5 May 12th, 2025 - Nonprofit Legal Review
- 6 June 2nd, 2025 - Ethics & Decision-Making

NO SESSIONS IN JULY & AUGUST

- 7 September 8th, 2025 - Financial Management for Leaders
- 8 October 6th, 2025 - Managing vs. Leading (and how to do both!)
- 9 November 3rd, 2025 - Governance as Leadership

NO SESSION IN DECEMBER

- 10 January 5th, 2026 - C-Suite Bootcamp & Program Wrap Up

Cohort 5 Final Ceremony - Late January 2026



Additional Details



Who Should Apply?

The typical participant is an executive, senior manager, or emerging leader with a significant scope of authority in an established nonprofit organization. We are looking for participants who are eager for personal leadership growth, thoughtful about the work your organization does, excited about your current responsibilities, and focused on taking that work to the next level by identifying and working to address a specific and critical challenge facing your organization. **Cohort 5 will be limited to 20 participants.**

What is the Time & Attendance Commitment?

This program requires a considerable investment of time and effort over a 12-month period. Participants should **expect to commit approximately 10 hours per month** including sessions, peer group/coaching meetings, and assignments. Attendance to all sessions and group meetings is encouraged and expected. As a cohort program that includes extensive work interacting in small groups, individual absences can have a negative effect on others in the program.

Sessions

All sessions will be held from **3:00pm to 7:00pm at the University of Scranton**. Schedule adjustments may occur due to inclement weather. The majority of sessions will be held in-person, although it is anticipated that additional optional sessions will be held virtually. Course assignments and a reading list will be sent to participants in advance of each session.

Program Cost & Scholarships

Tuition for the program is \$3,500 per participant and includes all course content and materials, social events, and access to coaching and mentorship. Tuition assistance and scholarships are expected to be available upon request (see the program application for more information).

Application Information & Deadline

To apply, visit the application page on the Northeastern Pennsylvania Nonprofit & Community Assistance Center's website: <https://www.nepa-alliance.org/nlcp/>. **The deadline to apply for Cohort 5 is Friday, September 20th, 2024.**

Testimonials



“I found being around other nonprofit professionals to be the most rewarding part of the program. I liked seeing how each leader’s journey is different and that there is no one right path. Being in the room with others in my profession also allowed me to learn from their successes and mistakes.”

“I'm super thankful for this opportunity because it allowed me to really evaluate where my strengths lie and where I'd like to improve for both my personal and professional growth.”

“Hearing from other nonprofit leaders during the My Leadership Journey presentations was extremely valuable to me. This validated that each leadership journey is unique and there no direct path. Each speaker as well the peer group members shared personal stories and experiences that taught me to trust the journey I am on and remain open to new opportunities.”



“I benefited the most from the personal and professional development. The accountability that came along with the program forced me to invest in my own development when I otherwise might not have. As a result, I applied to present at conferences I didn't think I was ready or qualified for, was accepted, and made successful presentations.”

“It was the thoughtful combination of the entire program that really made it special. Each lecture with a specific topic area gave new insights in a depth that was really meaningful. The personal development part really helped me through my growth from manager to Executive Director. The relationships were invaluable, as I still have contact with many from the program and feel a special kinship with them (having spent plenty of Friday nights with them). Shout to Kurt, Jesse, and Dr. Boyle for making this work.”

Partners & Supporters

Partners

The University of Scranton Nonprofit Leadership Certificate Program is presented in partnership with the Northeastern Pennsylvania Nonprofit & Community Assistance Center.



Supporters

Each cohort is supported by over 10 separate philanthropic and corporate partners. Their support helps to subsidize the cost of the program for participating nonprofits through offering tuition assistance and other types of direct support.

Contact Information

For more information on the program or for assistance with applying, please feel free to contact any of the program faculty below:

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