



Emerging Leaders of Color (ELOC)

Primary Purpose:

Emerging Leaders of Color (ELOC) engages people of color that are in the early-stage of leadership. ELOC is designed to uncover, deepen and build upon their natural strengths as a leader, the ELOC leadership program strives to support participants to recognize and apply their leadership capabilities.

Activity Overview:

The series is divided into 7 sessions, two hours each. Participants meet every 2-4 weeks. The participant commitment amounts to a little less than 40 hours for the series, plus reflection and applied practice time outside of sessions. Through lectures, readings, in-session small and large group conversations, and out-of-session peer group reflections, participants learn about:

- Leading Self
- Leading Others
- Leading the Organization

Outcome:

By the end of the series, participants learn about the following topics, among other things

- how they handle stress and how to better understand what causes them to shrink
- their natural strengths and style as a leader
- how to have hard conversations and how to disagree without being disagreeable
- the elements of building a strong team
- leading different people differently
- the principles of leading a trauma-informed organization
- the systems change process and the 6 considerations for creating trauma-informed systems and institutional change

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