

LEADERSHIP CUMBERLAND HISTORY & OVERVIEW



Leadership Cumberland (LC) was started in the fall of 1989 as Leadership Carlisle after a year of research and planning by the Greater Carlisle Area Chamber of Commerce. The mission was to develop a program that would serve the community and workplace. The ultimate goal was to “ensure that the area’s social service groups are never wanting for people willing to take charge.” By 1991 LC was formed as a 501c3 and established a Board of Directors. Based on growth experienced within the County in 2004 Leadership Carlisle became Leadership Cumberland, highlighted by a move of the office to the West Shore Chamber of Commerce in 2008. While the goal of community service is still one of five identified outcomes for the program, today’s curriculum enables professional and personal development in a broader sense to ensure more capable leaders in any setting whether it be work, home or community life.

Since LC’s formation, more than 500 individuals have graduated from the core program. LC Fellows, as participants are called, represent a diverse group of area employers including banking, law, healthcare, government, manufacturing, education and nonprofits among others. While Fellows differ in age, background and workplace experience, they share one common trait: the motivation and desire to take on greater responsibilities in the community and workplace. We support that desire by providing them with the leadership and personal skill sets, information and networking opportunities they need to make that happen.

The structure of LC’s 10 month course revolves around five outcomes: leadership models and practice, professional and personal skill development; community service; networking; and knowledge of Cumberland County and the region. The Fellows convene one day a month from August through May with the exception of the overnight retreat in September. Sessions are held at various locations throughout the county and are facilitated by guest faculty with recognized professional expertise.

Fellows also gain experience making presentations and working in small groups on projects through the team session days and other opportunities integrated into the program. Yearlong fellowships on nonprofit boards facilitate knowledge of governance, expand networks and provide links to missions of interest.

LC also offers a second program, Executive Connections, for established leaders and recognizes persons of influence through Leaders@Lunch held in the spring and fall and the Outstanding Alumni and Distinguished Community Service Awards.

THE FELLOWS CURRICULUM: THE LC JOURNEY

The three fundamental components of the LC Fellows curriculum are skill development, issue education and community service. The sessions, team days and fellowships are coordinated and reinforced to maximize the impact of the year. While each year may bring changes and modifications, these essential overarching strategies remain constant as part of the LC culture and approach to leadership enhancement.

The curriculum is designed to meet the desire of participants to be more effective leaders at work and in the community through the development of necessary professional and personal skills; issue education; nonprofit governance expertise; knowledge of the County and region; and networking opportunities. LC's relationship with key public, private and nonprofit employers enables it to provide the Fellows exposure to guest faculty who are recognized experts in their fields. These facilitators also understand adult education and the importance of interactive participation. Additionally the cohort has an opportunity to learn from one another, drawing upon each other's diverse experiences and backgrounds.

The three team session days in December, February and March allow the Fellows to identify and develop day long opportunities for learning about the myriad of challenges in our region through a supportive small group experience. The cohort selects the issues as part of the retreat and then divides into small groups to plan and execute the team days with learning about the issues through keynote speakers, panels, site visits and other experiences. Not only are their peers educated but also part of the day is open to the public, helping others become more familiar with the issues and further exposing LC to the community.

A truly unique component of the LC journey is the fellowship. This cornerstone of the program provides a nonprofit board internship, i.e. fellowship. Area nonprofits volunteer to be matched with a Fellow as a non-voting board member for the year. Those options are provided to the cohort at orientation and matches are made based upon interest in the mission and availability. Through this unique partnership Fellows have the invaluable opportunity to network with established community leaders and observe board processes and procedures first hand. Classroom discussions come to life in a real world context and regular feedback on experiences with the boards and nonprofits are shared with the cohort at each session. The Fellowship provides exposure to a nonprofit and in many cases leads to further engagement with the organization. Surveys confirm that over 85% of graduates remain involved with one or more community organizations. *See the LC brochure and Curriculum Synopsis for further details, both of which are available on the website.*

LC ALSO OFFERS

Executive Connections' purpose: *Through facilitating interaction among decision makers the "Executive Connections" series provides both the knowledge and network needed to build relations that foster a powerful vision and collaborative actions for Cumberland County, securing a better future for all.*

This program is incredibly valuable to established leaders who are either new to the region and/or their position. Launched in 2014 an opening reception in early winter sets the stage with an overview of our region and the series: subsequently four community sessions are held monthly ending in late spring with a focus on the impact of our history and culture, unique education and government structures, special elements of our economy and a look at our future. Social and professional elements are offered at each program through a relaxed atmosphere at destination locations. The format includes time for networking over wine and appetizers, interaction with experts as part of a skilled panel and concludes with an elegant dinner. Spouses and partners are encouraged to attend Executive Connections events.

Leaders@Lunch: Initiated in 2003 each fall and spring LC hosts a luncheon to honor an outstanding leader who has made a difference in our region. Honorees share their leadership stories of success and challenges while offering lessons learned. Attendees enjoy comradery over lunch and hear personal stories of how these recognized leaders have achieved success through utilizing differing strengths and addressing difficulties.

Awards: As part of the graduation of the Fellows LC honors an outstanding alumnus and also presents the Distinguished Community Service Award, both of which are nominated by the LC Board. The Outstanding Alumni Award is selected from its many graduates who are making an impact in the region and given in memory of Monte Shomaker, a longtime advocate for LC. The Distinguished Community Service Award is presented to an individual making a difference in our daily lives through their volunteer and/or professional service.

Please visit www.leadershipcumberland.org or contact the LC office at 763-9300 for more information on these programs or lists of honorees.

**LEADERSHIP CUMBERLAND
VISION, MISSION & KEY FOCUS AREAS
STRATEGIC PLAN FY17-19**

Adopted June 7 2016

VISION: Inspiring a legacy of influential community leaders

MISSION: LC engages and enhances leadership that serves our community through identified values

TAGLINE: Engaging Leadership

VALUES: Visionary, Strategic, Stewardship, Integrity, Positive

FOCUS AREAS:

Enhance Financial Sustainability

Increase Community Awareness

Engage Alumni

Ensure Excellent Programming

