

LEADERSHIP DEVELOPMENT ROUNDTABLE (LDR) PROGRAM DESCRIPTION

Leadership Development Roundtable (LDR) is the signature program of Five Frogs, Inc., a nonprofit whose mission is to build a powerful, inclusive movement of courageous leaders with the competencies, mindset, drive and relationships necessary to create transformational change.

LDR is a strengths-based, action-oriented experience designed for brave, bold leaders working across sectors for racial equity and justice. Building on 15 years of our LDR nonprofit program, we launched the first tri-sector LDR cohort in 2022 for leaders from the public, private, and nonprofit sectors. This experience aims to increase connections, collaboration and collective problem-solving among cross-sector leaders working to advance equity in Connecticut. While new for us, this approach is not new. Leaders from Michael Bloomberg to Dr. Condoleezza Rice have championed the value of cross-sector collaboration and leaders who can seamlessly navigate between sectors.

Delivered over nine months, the cohort will primarily meet in a combination of in-person and virtual sessions.

Learning and Networking Goals

Over the course of the program, you will:

- acquire the mindset, knowledge, and vision to lead more effectively across sectors;
- apply your learning in real-time to grow your leadership practice;
- learn from and with a diverse peer cohort representing public, private, and nonprofit sectors;
- clarify your strengths, work one-on-one with a leadership coach, and implement a personalized development plan to ensure continuous improvement;
- learn about leading for racial equity and dismantling systemic inequities, including building and engaging more diverse talent pipelines;
- connect with the Five Frogs Community to expand your professional network; and
- establish relationships that will last a lifetime.

“As a leader of color, I want to see leaders in Connecticut that look like me and are reflective of the diverse society in which we live. As an alumnus of LDR, I know Five Frogs is working tirelessly to equip leaders with the tools to make that a reality.

It is also vital that the next generation of leaders believe their voice matters and that they have an equal stake in impacting the future of Connecticut.”

–LDR Leader

Program Details

Tri-Sector LDR helps you strengthen your leadership **through practice**. The program has a “bias for action.” LDR is not a class, it is an experience. As a result, you will be encouraged to try out new ways of thinking and doing to learn and build new skills. Three primary components of the program are:

- **Focus on the individual:** LDR believes leaders are made, not born. Everyone can be a more effective leader with practice. Thus, you will create an actionable **leadership development plan** and use **eight one-on-one sessions with a leadership coach** for support in achieving your goals. You will also benefit from your **Changemaker Group**, a small tri-sector peer group that meets regularly to support each other.

“This is an opportunity to become more connected with peers in Connecticut, to share what’s working well both as an individual and at specific organizations. It’s a rare opportunity to have structured time to be in a learning community with minimal interference from workplace politics, where you can problem solve together.” –LDR Leader

- **Focus on relationships:** Change happens in relationships. Big, bold change requires that leaders have access to and nurture diverse networks and trusting relationships. You will join a cohort of leaders from private, public, and nonprofit sectors and gather for virtual and in-person **Roundtable Sessions** to learn and work together. The sessions are professionally facilitated and include discussion, practice and reflection. Leaders will meet members of the Five Frogs Community (800+ members) who join as **special guests** to share personal leadership insights and challenges.
- **Focus on leading for systems change:** What has worked in the past will not work in the future. We need more diverse leaders working collectively across sectors to dismantle oppressive, racist systems and build a new future for all. Connecticut’s private, nonprofit, and government leaders must innovate, experiment together, and discover new paths forward. LDR is an opportunity to participate in a profoundly transformational experience centered on advancing leadership for systems change.

“Whether we are talking about homelessness, rising educational costs, food insecurity, the school-to-prison pipeline, immigration concerns, LGBTQ rights, or any other cause that someone cares about, none of these issues will be solved by one person, by one group, or by one community. **We need to build up each other and ensure that all voices are heard, supported, and part of the solution.**” –LDR Leader

Tri-Sector LDR is led by a diverse team of facilitators, leadership coaches, and staff.

Schedule: Please review the [2025 schedule](#). You are expected to participate in all sessions.

Fee:

Program fees are tiered according to organizational budget:

Budget Size	Fee
< 1 million	\$2,000
1-20 million	\$2,500
> 20 million	\$3,000

“While every organization tackles its own obstacles on the path to executing its vision, there is an existing wealth of experience among leaders in Connecticut. LDR works to **connect those leaders, who share their experience and insights, in a program that fosters development of strengths that each leader brings to the table.**” –LDR Leader

A limited number of scholarships are available and may be requested in your application.

Who should apply?

Tri-Sector LDR is open to all leaders currently employed by a nonprofit, private company, or public employer in Connecticut. Successful applicants will demonstrate an eagerness to learn and practice cross-sector leadership, as well as a commitment to the [mission](#) of Five Frogs. The strongest cohorts reflect diversity in race, socioeconomic status, gender, geography, age, and experience. This experience may be especially transformative if you are new in your role or organization or are leading a team for the first time.

Applications are due **Monday, December 16, 2024 by noon**. Please see our [application instructions](#) to learn how to apply and visit our [website](#) for more information. Thank you for your interest!