



System Leadership Capacity Building Program

We are partnering with the Nonprofit Executive Leadership Institute at Bryn Mawr College to offer this unique system capacity building program. The program was created in response to recommendations shared by nonprofit and county leaders and informed/updated by participants who participated in the initial learning cohort.

The focus of the System Leadership Capacity Building Program is on existing nonprofit leaders and their boards as these individuals are in place to consider and weigh opportunities to effect systems change. The program is designed to a) bolster systems thinking and adaptive leadership; b) familiarize leaders with organizational concepts, tools and data to lead effectively and c) apply both on a larger scale to effect systems change.

This program is designed to:

1. Strengthen leadership and organizational capacity within nonprofit and public organizations in Montgomery County that comprise the safety net system to become more financially resilient and sustainable, thus leading to a more financially sustainable system supporting access to high quality, coordinated, equitable and culturally appropriate services.
2. Increase the capacity of public and nonprofit executives and Board members to incorporate systems thinking in all aspects of their work, so they can successfully lead change within their own organizations and in the county's safety net system.
3. Strengthen organizations' knowledge and skills in developing effective partnerships and cross-system collaborations, to create better outcomes for organizations and consumers they seek to serve and the safety net system as a whole.
4. Cultivate a more holistic understanding of the county's changing demographics and racial, cultural, faith and linguistic differences so that providers may consider how best to position the safety net system to improve the safety net system's sensitivity and responsiveness to all residents seeking help.
5. Expand the ways in which safety net providers use data and assessment of consumer and organizational outcomes to strategically position their organizations as a financially sustainable component of the county's safety net system.

The Safety Net Vision

We envision a resilient and financially sustainable safety net system that allows everyone in Montgomery County to access high quality, coordinated, equitable, and culturally appropriate services no matter who they are, what they need or where they live.

Requirements for Participating Organizations

Eligibility: Nonprofit and county agencies are eligible to apply.

Budget Size: Organizations must have a minimum annual operating budget of \$250,000 to participate.

Core Team: Each organization is invited to select a minimum of two, and up to four leaders, who will serve as institutional stewards of systems change.

One of these individuals will serve as the Core Team Leader. One team representative must be a Board member. The remaining one or two members may be from a different level in the organization. Organizations need to select staff who show talent and passion for systems change and who can act as thought leaders in their organizations.

So that the program can accommodate as many organizations as possible, the maximum number of staff members will be determined based on the final number of organizations approved to participate. Organizations will provide their list of participating staff members, as appropriate, after receiving notification of their approval to participate. We recognize that a smaller organization may need to create a smaller Core Team, dependent on its size and resources.

Core Team Leader: Each organization must identify an executive leader who will serve as the organizational learning champion to support systems change activities within their organization. The Core Team Leader must be a member of the organization's executive team, as defined by the organization. Core Team Leaders may include but are not limited to Presidents, CEOs, Executive Directors, COOs, Deputy Directors, Vice Presidents, CFOs, directors of strategic initiatives and department or divisional heads. **The Core Leader is required to attend all six sessions, plus the evening Board session, in this program.**

Board Member: Each organization is required to recruit at least one Board member who is required to attend one of the two sessions called **The Role of the Board in Systems Change**. This session will be offered twice (e.g. April and May) to accommodate scheduling challenges. The Board member is considered a member of the Core Team and is invited and encouraged to participate in any of the other sessions in the series.

Core Team Staff Member(s): Each organization may have one or two staff members from different levels of the organization participate. Core Team Staff Members are **strongly encouraged** to attend the three Core Sessions and the final Elective Session and may attend other Elective Sessions as the organization deems appropriate.

Program Elements

The program is a series of six days of workshops, which are conducted from 8:30 to 3:30.

In addition, there is a shorter 2-hour evening session targeted to board members' essential role in systems change.

Core Sessions

The three CORE SESSIONS are designed to offer a theoretical framework that:

- Builds a common conceptual language and shared understanding of systems change;
- Supports organizations to position themselves for systems change;
- Helps organizations assess their financial systems; and
- Helps organizations identify opportunities to improve systems capacity on the county level.

We strongly encourage organizations to bring as many of their Core Team members as possible to the CORE SESSIONS.

Elective Sessions

The remaining three sessions are structured for a deeper exploration of specific topics. These sessions are a critical part of the series, but participation is optional for the Core Team Board Member and the Core Team Staff Member(s). Participation in the final session for each person who has participated in any of the sessions is strongly encouraged.

Session for Board Members: The Role of the Board in Systems Change

The Core Team Board Member and the Core Team Leader are required to attend one of these two sessions and must attend together. We will start promptly at 5:30 pm and end at 8:00 pm. Dinner will be included.

- Option I: Thursday, April 23rd from 5:30 - 8:00
- Option II: Tuesday, May 5th from 5:30 – 8:00

Leadership Capacity Building Program Schedule and Attendee Requirements

All sessions will be held in the Walton Room at the Community Partners Center, 2506 N. Broad Street in Colmar, PA. Sessions are from 8:30am – 3:30 pm except the Board sessions, which will run from 5:30 – 8:00 pm.

	Date	Topic	Core Team Leader	Core Team Staff Member(s)	Core Team Board Member
Core Session	Tuesday, January 14 th , 2020 <i>Snow Date:</i> Thursday, January 23 rd , 2020	Session I: Leading Systems Change	Required	Strongly Encouraged	Optional
Core Session	Thursday, February 13 th , 2020 <i>Snow Date:</i> Wednesday, February 19 th , 2020	Session II: Strategic Thinking and Systems Change	Required	Strongly Encouraged	Optional
Elective Session	Friday, March 20 th , 2020 <i>Snow Date:</i> Wednesday, March 25 th , 2020	Session III: Managing Diversity and Inclusion	Required	Strongly Encouraged	Optional
Core Session	Friday, April 17 th , 2020	Session IV: The Role of Financial Planning and Management in Systems Change	Required	Strongly Encouraged	Optional
Board Session	Thursday, April 23 rd , 2020 (Board members attend only one of the Board sessions.)	Board Session (a) The Role of the Board in Systems Change	Required with Board member	N/A	Required
Board Session	Tuesday, May 5 th , 2020 (Board members attend only one of the Board sessions.)	Board Session (b): The Role of the Board in Systems Change	Required with Board member	N/A	Required
Elective Session	Wednesday, May 13 th , 2020	Session V: Developing Outcomes-Based Evaluation of Your Programs and Services	Required	Optional	Optional
Elective Session	Thursday, June 4, 2020	Session VI: Reflecting on Your Organization's Journey in Systems Change	Required	Strongly Encouraged	Optional

Tuition

HealthSpark Foundation is offering this training without tuition. Covered costs include learning materials and supplies. Each Core Team is responsible for the costs of transportation and the time necessary to prepare and participate in the sessions.

Continuing Education Units

Social workers may receive Continuing Education Units (CEU) for their licensure by participating in this program via the partnership with Bryn Mawr College.

Margie DuBrow, NELI Director, will manage the CEU process. This will be explained in depth during the first session. If you would like to contact Margie before that, please feel free to contact her at 610-520-2650 or at mdubrow@brynmawr.edu.

Information Conference Calls

Organizations interested in applying must participate in an information conference call. Participation on information call is critical to successfully navigating the application process. Only one organizational representative is required to participate on the information call. Ideally this participant should be the organization's likely candidate to serve in the role of CORE TEAM LEADER. The conference calls will be held on the dates below:

- Monday, October 21st, 2019, 2:30-4:00 pm
- Tuesday, October 29th, 2019, 9:00-10:30 am

You must register for one of these calls by clicking [here](#). Use the password healthspark.

Application Information

Each organization is required to submit an online application. Details about the application and the application review process will be shared during the information conference calls.

You may complete the online application form by clicking here or by entering the following address in your web browser: <https://brynmawr.wufoo.com/forms/hsf-leadership-capacity-building-program/>

Application Deadline: Tuesday, November 12th, 2019

Notifications will be sent no later than December 18th, 2019.

Questions?

If you have any questions, please contact either Russell Johnson, President and CEO at rjohnson@healthspark.org or Emma Hertz, Director of External Affairs, at ehertz@healthspark.org or call the office at 215-716-5400.