



# Invest in Diverse Leaders Through the Emerging Leaders Development Program

*IEED is the charitable learning & development arm of RIBBA*

presented by:



in partnership with:



In response to the insufficient representation of BIPOC (Black, Indigenous, & People of Color) professionals in senior leadership and executive positions in the state of Rhode Island, RIBBA, has developed the Emerging Leaders Development Program in partnership with the University of Rhode Island Office of Strategic Initiatives.

The Emerging Leaders Development Program prepares high-performing BIPOC (Black, Indigenous, & People of Color) professionals for advancement into senior leadership and executive roles while raising their visibility as a force within their organization and community.

Curriculum	Program Overview	Program Outcomes
<ul style="list-style-type: none"> <li>• Effective leadership</li> <li>• Authentic leadership values discovery</li> <li>• Personal and professional leadership trajectory planning</li> <li>• Executive coaching</li> <li>• Mentorship &amp; 'Mentee'ship</li> <li>• Community Advocacy</li> <li>• Agility/Organization Savvy</li> <li>• Anticipation/Emotional Intelligence</li> <li>• Authenticity/Self-Assessment</li> <li>• Advocacy of self and others</li> </ul>	<p><b>IDEAL PARTICIPANT</b></p> <ul style="list-style-type: none"> <li>• BIPOC professional with at least 5 years of professional experience</li> <li>• Has been identified as emerging leader within organization</li> <li>• Capacity to manage 6 month program</li> </ul> <p><b>PROGRAM STRUCTURE</b></p> <ul style="list-style-type: none"> <li>• 6 month program</li> <li>• In-residence training, seminars, panel discussions &amp; site visits will occur one full day per month for duration of program</li> <li>• Additional mentorship and volunteer opportunities at convenience of participant</li> </ul>	<ul style="list-style-type: none"> <li>• A leadership development plan that is embraced and supported by their manager</li> <li>• Each participant has an identified sponsor within their organization</li> <li>• Participant will be involved in a community-based volunteering &amp; leadership opportunity</li> <li>• Developed personal brand, relationships and networks</li> <li>• Each participant will define personal leadership style and set career goals</li> <li>• Leadership skills acquired and ready to employ</li> </ul>

## Why Invest in BIPOC Employees?

Representation of BIPOC in leadership/decision making positions in all sectors is simply not sufficient. Though companies are working much more aggressively to create a more inclusive workplace and hire a more diverse workforce, there are still barriers within the system that are being navigated by underrepresented individuals daily. These barriers greatly impact their career advancement rates and the levels of leadership to which they can achieve.

*"All professionals and the organizations in which they work can benefit from cultivating and leveraging emotional intelligence, authenticity, and agility. While those skills are essential for every career, they are especially critical for members of historically disadvantaged groups."*

Leadership Lessons from Senior African-American Women, Harvard Business Review, Beating the Odds. (Roberts, 2018)

## Learn More and Participate

RIBBA will work with business, non-profit, and government leaders to identify participating businesses and participants for upcoming cohorts. **For more information, contact Amanda Roman | [amanda@ri-bba.org](mailto:amanda@ri-bba.org)**