



Cohort Two Frequently Asked Questions

Applications Open: April 24, 2017

Applications Due: May 8, 2017

What is the CEO Onboarding Program?

The CEO Onboarding Program is a 12-month intensive development opportunity for new American Jewish leaders designed to lay the strategic groundwork for their success. Cohort members work directly with expert consultants, elite leaders and thinkers, and leadership institutions to take their competencies—and organizations—to higher levels.

Why was the CEO Onboarding Program created?

Thousands of Jewish nonprofits in the United States will hire new CEOs in the next 10 years. At the same time, many of these organizations already face challenges that test their mission and strategies, and that strain their human and financial resources. These challenges, combined with a new CEO's transition period, can create significant organizational risk and uncertainty. They can also create a unique window of opportunity to empower incoming leaders and support organizational excellence. The CEO Onboarding Program was established to drive better outcomes for Jewish organizations and the community by investing in the professional development of new CEOs during their first 24 months transitioning into a new organization. Cohort-based, the program is tailored to the needs and interests of participants, and provides exceptional executives with tools to leverage professional opportunities and success.

Why should I apply to participate in the CEO Onboarding Program?

The CEO Onboarding Program was developed to provide participants with diverse experiences and exceptional resources through individualized and group learning. By participating in the program, you'll get a unique opportunity to create relationships with peers from across the American Jewish community. You'll also get access to tools and insights invaluable to a CEO's transition, including coaching, peer learning, executive training, and an on-the-ground experience in Israel.

What are the components of the CEO Onboarding Program?

The CEO Onboarding Program includes professional development valued at over \$40,000 per participant.

The components of the program include:

- Twelve months of support from an experienced, accomplished executive coach
- Training at the Center for Creative Leadership, a leadership development institution ranked among the world's "top 10 providers of executive education" by *Bloomberg BusinessWeek* and *The Financial Times*
- A confidential 360-degree evaluation as well as other assessments designed to give you the critical self-knowledge needed for professional improvement

- A three-day convening during which you'll get the opportunity to learn from, and build connections with, major national/local leaders in the American Jewish community
- A trip to Israel that offers a deeper understanding of issues facing the nation, as well as how to facilitate important conversations with volunteer leadership and staff when they return to the United States

Who should apply for the CEO Onboarding Program?

The CEO Onboarding Program is open to senior professional leaders in the American Jewish community. To be eligible, you must be the most senior professional leader of your organization, and you must have been with your organization for no more than 24 months. Applications are welcome from leaders of well-established nonprofit institutions, as well as new organizations that have been in existence for at least three years.

What is the length of the CEO Onboarding Program?

The CEO Onboarding Program is 12 months long. Cohort Two of the program will run from July 2017 to June 2018. During that period, there will be approximately 12 days for in-person cohort programs. In addition, there will be web-based sessions every four to six weeks, as well as regular coaching sessions.

How much does the CEO Onboarding Program cost?

The cost to participate in the CEO Onboarding Program is \$5,000 per organization, plus the costs of domestic-related travel to and from in-person convenings. All travel costs to, from, and within Israel are included.

What are the important dates for the CEO Onboarding Program?

- July 5, 2017: Opening Webinar
- September 10-12, 2017: Convening in Oak Brook, Illinois
- January 21-26, 2018: Center for Creative Leadership Retreat (location TBD)
- Late May, early June: Israel Experience
- June 2018: Closing Webinar

All other group program components will be conducted via webinar. Individual coaching sessions may be conducted in person or via telephone.

How many people will be accepted into the CEO Onboarding Program?

The number of people accepted to the CEO Onboarding Program will be determined by the applicant pool to ensure that optimal cohort-based learning can be achieved. The application process is highly competitive.

Is there any pre-work required for the CEO Onboarding Program?

Readings, case preparations, and other assessments will be required by both the program directors and individual coaches throughout the 12 months of the CEO Onboarding Program prior to the September 2017 convening in Illinois, the executive education experience at the Center for Creative Leadership in January 2018, and the Israel experience in May 2018.

What if I already know I'll be unable to attend a specific gathering of the CEO Onboarding Program?

Participation in the three in-person gatherings is a requirement of the CEO Onboarding Program.

The in-person gathering dates are:

- September 10-12, 2017 in Oak Brook, Illinois
- January 21-26, 2018 at a location TBD
- Late May, early June, 2018 in Israel

It is expected that participants will make the coaching and web-based sessions a high priority during the entire 12 months of the program, as well.

How do I apply for the CEO Onboarding Program?

The application for the CEO Onboarding Program can be found [here](#). You must submit your application by May 8, 2017.

What information will I be required to provide in my application to the CEO Onboarding Program?

You will be required to provide your:

- Contact information
- Organizational information (including staff size and budget)
- Educational history and professional experience
- Short responses to two questions about what motivates you and keeps you up at night
- A two-minute video explaining why you want to participate in the CEO Onboarding Program
- A ranking of potential program outcomes that are of the greatest significance to you
- Contact information for two references able to speak about your leadership experience
- Contact information for the representative from your organization to affirm its commitment to the program

Will I be interviewed for the CEO Onboarding Program?

Yes. Cohort finalists for the CEO Onboarding Program will be required to participate in an in-person or web-based interview.

When is the application deadline for the CEO Onboarding Program?

All applications for Cohort Two of the CEO Onboarding Program must be submitted by May 8, 2017.

What are the requirements for participating organizations in the CEO Onboarding Program?

An organization's board of directors is an essential component of an effective CEO transition. Your organization's board, or its designees on the search/transition committee, will be required to support you and the CEO Onboarding Program in a few specific ways.

- Members of your board and/or senior staff must agree to be available to meet with your executive coach.
- Your board chair must agree to participate in anonymous, confidential questionnaires to help us evaluate the program's impact. S/he will also be contacted by the Program's consulting directors periodically during the twelve-months.
- Your organization must agree to contribute \$5,000 to help defray a portion of the program's cost. In addition, your organization will be responsible for all domestic travel costs, including airfare and non-program meals.
- Your organization must value the program as an essential component of your professional development. Participation in the program will not be considered "leave" of any type.

Who implements the CEO Onboarding Program?

The CEO Onboarding Program is a program of Leading Edge. It is staffed and stewarded by [TBF Consulting](#).

Who funds the CEO Onboarding Program?

The CEO Onboarding Program is funded by the Jim Joseph Foundation, the Harry and Jeanette Weinberg Foundation, the Charles and Lynn Schusterman Family Foundation, and the Helen Diller Family Foundation.

How can I get more information about the CEO Onboarding Program?

For more information, contact Dena Schoenfeld at dena@leadingedge.org.