

## CEO Onboarding Frequently Asked Questions

### 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. The dates of Cohort Three are still being finalized, but the program will likely run from April 2019 to March 2020. 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.

### **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.