

SPRING 2023



# EXECUTIVE DIRECTORS LEARNING CIRCLE

PROVIDED BY

**ASIAN AMERICAN FEDERATION**

FUNDED BY

**NEW YORK CITY COUNCIL**

# DESCRIPTION

## PURPOSE

The Asian American Federation (AAF) is excited to offer the next iteration of our Executive Directors Learning Circle for Spring 2023! This program is intended to serve as an Executive Directors' (EDs) affinity space to support EDs of nonprofit organizations serving NYC communities of color in practicing resilient leadership during ongoing crises, such as the COVID-19 pandemic, systemic racism, and climate change. The program is structured as **six sessions**, with the first and last sessions in-person and sessions two through four offered virtually.

## OBJECTIVES

ED LC aims to be a space for EDs to:

- Let their guard down, be human, talk honestly about challenges they're facing, and experience camaraderie
- Build trust, relationships, and community
- Practice collaboration, mutual aid, and find creative solutions together that they wouldn't have necessarily accessed on their own
- Learn together on key topics prioritized by the cohort to support their work (e.g., fundraising beyond the pandemic; improving operations and management; etc.)

# ELIGIBILITY

## PARTICIPANTS MUST MEET THESE CRITERIA:

- **ROLE:** Serve as the ED of an organization serving a community of color
- **BUDGET SIZE:** All applicants will be considered, but preference will be given to organizations with an annual budget of \$150K to \$2M
- **COMMITMENT:** To attend all six sessions, and to being present, open, and collaborative during the sessions

# APPLY

**[BIT.LY/AAFEDLC23](https://bit.ly/AAFEDLC23)**

**Deadline: January 30, 2023 at 12 pm ET**

# PROGRAM OVERVIEW

01

## IN-PERSON: KICK-OFF

Date: Thursday, February 9, 10:30 am to 1 pm ET

This kick-off session will focus on creating a space of trust and openness among participants and allowing them to co-create the group culture to optimize support and learning during and beyond the duration of the program. Participants will engage in relationship-building activities and be invited to share honestly about the current challenges of being in the ED role. In addition, they will consider and prioritize learning topics for subsequent sessions.

02

## LEADERSHIP & PEER CONSULTING

Date: Friday, February 24, 10 am to 12 pm ET via Zoom

The second session will focus on reflecting on leadership and explore different approaches to leading. Participants will reflect on how their leadership practices align with their visions for personal and collective freedom, wholeness, and justice. Participants will engage in a peer consulting activity, where they will receive support on a topic they're feeling challenged by or have questions about.

03

## TIME MANAGEMENT

Date: Friday, March 17, 10 am to 12 pm ET via Zoom

The third session will be a skills-focused session for improving time management skills as leaders. The session will be highly interactive and include space to reflect on and better understand one's relationship with time and time management, which may support the shift from current to new practices.

# PROGRAM OVERVIEW

04

## REGENERATIVE WORKPLACE CULTURE

Date: Friday, April 21, 10 am to 12 pm ET via Zoom

The fourth session will focus on examine ways in which EDs can promote joy, rest, replenishment, and inspiration within their organizations as a sustained practice during and beyond these difficult times. Participants will both exchange lessons learned and be introduced to key effective practices. The session will include also peer consulting time.

05

## BOARD DEVELOPMENT

Date: Friday, May 19, 10 am to 12 pm ET via Zoom

In the fifth session, participants will share challenges and exchange resources around recruiting, developing, and managing relationships with a board. In addition, participants will have the space to share stories, insights, effective strategies, and resources for addressing board-related challenges.

06

## IN-PERSON: ONGOING PRACTICES & CLOSING

Date: Friday, June 16, 10:30 am to 1 pm ET

Participants will reflect on the arc of their experience in the Learning Circle. Participants will be invited to share what they have learned and how they have grown and evolved as a leader. They will also share gratitudes and appreciations for each other, their staff, and other individuals who have supported them in the past year. In the final activity, participants will contemplate and discuss the tangible actions they plan to start or continue to solidify the transformations they have experienced.

# TESTIMONIALS

"The ability to share and learn with a cohort of passionate EDs going through the same struggles has been an extremely liberating experience and really helped me feel like we now have a group that we can stand in solidarity with."

"It gave me some time to think, and a break from my job."

"I found it so impactful and necessary during COVID when, as an ED, I was trying to navigate on my own when there were no set rules or guidelines to follow."

"Having other leaders share their experiences was really important to helping me feel like part of a group since, as an ED, there often aren't other people to help shoulder these issues."



## QUESTIONS? CONTACT US

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