

## WEEKLONG LEADERSHIP TRAINING

### What is Weeklong Leadership Training?

The purpose of Weeklong Leadership Training is to deeply develop grassroots and community leaders to step into public leadership through people-centered, power organizations.

This training combines political education regarding multiracial solidarity across class and race, deep transformative reflection on experiences of power and powerlessness, concrete public skills such as relationship building, team building, powerful invitations, and strategic action in the public arena. Participants will leave training with clarity on their personal purpose and mission, as well as a plan to build power with others.

### Who should attend Weeklong Leadership Training?

All participants should be newer organizers and member leaders. Participants should come to weeklong training having had a deep and rigorous conversation with an organizer or top leader about themselves, their own sense of purpose, and their public leadership challenges. Participants should come prepared to reflect on themselves, knowing they will be challenged to make a decision about becoming a more powerful public person.

Weeklong Training participants include:

- Emerging grassroots community leaders who are ready to take responsibility for exploring their own leadership
- New and mid-level community organizers
- Senior leaders who are looking for a renewed connection to their purpose and path
- Leaders in faith, community, labor and other sectors who are seeking to grow in their ability to organize with others for larger scaled impact

## ENTRY LEVEL ORGANIZER TRAININGS

### **What is Entry Level Organizing Training?**

Entry level organizer trainings are for organizers within their first 18 to 24 months of organizing. Participants are introduced to the core orientation and role of a community organizer, and trained on the fundamental skills of organizing: identifying self-interest, building powerful public relationships, enrolling leaders to take public risks and build followings, ordering relationships with teams and leadership structures, and building and executing three to six month organizing plans. While new organizers receive many skills-based trainings, all of our trainings are rooted in provoking a deeper engagement with the personal leadership that is required to powerfully put these skills to use.

### **What is Organizer Bootcamp 1.0?**

Organizer Bootcamp 1.0 covers the role of an organizer, self-interest, 121s, propositions, and building a three-month organizing plan that develops leaders, expands their base, and culminates in an organizing peak towards strategic campaign objectives such as a town hall, direct action, or large leadership meeting. Organizers leave with deeper clarity about their own self-interest, the decision they have to make to lead, and a three month organizing plan that builds their power and serves as a curriculum for their own development.

### **What is Organizer Bootcamp 2.0?**

Organizer Bootcamp 2.0 builds on Organizer Bootcamp 1.0 and the three-month organizing plan and leadership curriculum executed by participants. With insight from their team leader, this training digs in about what organizers learned, where they struggled, and whether and how they developed a base. This training wrestles with common challenges for organizers including creating high responsibility invitations for grassroots leaders, the craft of creating tension with leaders rooted in their mission, and self-interest.

## MID-LEVEL ORGANIZER TRAINING

### **What is Mid-Level Organizing Training?**

Mid-level organizing trainings build on our entry level organizer series, but are designed for organizers who have between two to three years of experience.

### **What is Organizer Bootcamp 3.0?**

Now that organizers participants have mastered the fundamentals of community organizing, the Bootcamp 3.0 Training focuses on a set of next-level skills related to wielding a base of power: ordering and prioritizing relationships, elements of effective teams, enrolling leaders into campaign plans, longer term organizing plans, and an introduction to hard money.

### **Who should attend Organizer Bootcamp 3.0?**

Organizer Bootcamp 2.0 builds on Organizer Bootcamp 1.0 and the three-month organizing plan and leadership curriculum executed by participants. With insight from their team leader, this training digs in about what organizers learned, where they struggled, and whether and how they developed a base. This training wrestles with common challenges for organizers including creating high responsibility invitations for grassroots leaders, the craft of creating tension with leaders rooted in their mission, and self-interest.

## SENIOR LEVEL ORGANIZER TRAINING

### **What is Senior Level Organizing Training?**

Effective, powerful organizing teams need senior level talent that can implement cross-organizational power building programs, design long-term base building campaigns, develop organizers, create a culture of organizing that holds the center of the organization while building an effective, powerful organizing team. We must continually develop organizers to play these roles in organizations and provide ongoing professional and leadership development for staff occupying these roles.

### **What is Lead Organizer Cohort?**

Lead Organizer Cohort training develops strong middle-level organizing talent: organizers who can design and implement cross-organizational power building programs, design long-term campaigns, develop organizers, create a culture of organizing that holds the center of the organization, and build effective, powerful organizing teams at the center of the organization. Lead Organizers and Organizing Directors are the stewards of organizing culture and the architects of organizing programs. Investing in their development is one of the most important interventions we can make toward building and growing strong organizations.

### **What is Directors Cohort?**

A pilot Directors Cohort is being initiated to develop upper-level organizing talent: senior leadership in the role of directing a nonprofit organizing organization.

This is a difficult position in any organization, but especially in one that focuses on building independent political power. Few systems exist to support and guide those in this role. By creating a cohort of directors and convening them regularly, we support directors in strengthening their capacity to design organizational structure; ensure resilient organizing cultures; remain grounded in the development of a grassroots power base; prevent mission creep due to cyclical funding and electoral demands; and adding capacities that strengthen organizing and base building work.