



## in their own words

"[The NHLI Executive Leadership Program] is not just any program, it is a transformational experience. The training will allow you to amplify your voice and enable you to unleash the strength that is already stored within."

—Arisa Batista Cunningham (2008 ELP Alum) Vice President, Diversity, Medical Devices & Diagnostics Group Worldwide, Johnson & Johnson

"I left the NHLI program with more clarity; almost as if someone shook me. I realized that my Latina identity allows me to bring something different to the table. This program made an everlasting impact on me personally, professionally and throughout my community."

—Annette R. Martinez (2002 ELP Alum) Vice President, Operations Human Resources, State Farm Insurance Companies

"The NHLI experience is a unique development training program designed especially for Latinas and the challenges and opportunities we face. I found it to be one of the best leadership trainings I have received in my career. The approach allowed me to think broadly about the areas that impact my life which in turn influence our roles as leaders."

—Judy Majors (2008 ELP Alum) Senior Program Manager, Fannie Mae

"Participating in NHLI's leadership training was a great opportunity for professional growth and personal learning. While I had already achieved a certain level of success prior to participating in the program, NHLI provided me with invaluable tools that positioned me to achieve even greater heights of professional success. NHLI is the equivalent of a mini-MBA specifically focused to address the challenges that Hispanic women face in upper levels of the business world."

—Mayda Prego, (2006 ELP Alum), Senior Counsel, Chevron Products Company

## DO YOU KNOW AN EXCEPTIONAL LATINA LEADER?

# The premier training institute for Latinas is seeking applicants for its 2012 Executive Leadership Program

### Overview

For over 24 years, the National Hispana Leadership Institute (NHLI) has fostered more than 500 Latina leaders through its award-winning Executive Leadership Program (ELP). NHLI has been selected as one of the top Leadership Programs for Latinos by Latino Leaders Magazine, and recognized by the Independent Sector, the Center for Creative Leadership (CCL), and the U.S. Hispanic Leadership Institute for its unique work in preparing Latinas for positions of national influence, impacting public policy, and contributing to the advancement of the Hispanic community.

### Program Experience

The Executive Leadership Program spans nine months and includes three components: training, mentorship, and service projects. The rigorous training curriculum consists of four one-week sessions, each implemented in a different city, that develop participants' skills in cross-cultural communication, strategic management, public policy and leadership building. The mentorship component commits participants to mentoring at least two other Latinas for a minimum of two years. As part of their leadership experience, each participant designs and completes a service project that will have a significant impact in her community.

Week I: Understanding Yourself and Others focuses on leadership strengths and areas for development, cross cultural communication, conflict resolution, and the development of support networks. This session is held in San Juan Bautista, California in late February.

Week II: Effecting Change Through Public Leadership is conducted at the John F. Kennedy School of Government at Harvard University and focuses on public management, negotiation skills, and strategic analysis through a case study approach. This session is held in April in Cambridge, Massachusetts.

Week III: CCL Leadership Development Program is conducted at the Center for Creative Leadership, the top corporate executive leadership institute in the country. It combines group exercises, assessment questionnaires, and individual feedback to participants on their leadership, behavioral and decision-making styles. This session is scheduled between March and August, at participant's convenience and at her choice CCL campus (NC, CO, CA).

Week IV: Impacting Decision Makers and National Policy Participants explore the legislative process and national policy issues and meet with Congressional Representatives and national leaders through various activities including the Latina Leaders Breakfast and the graduation ceremony. This session is held in September in Washington, D.C.

## The NHLI Leadership Model

- Addresses skills development and cultural application, providing training and support through both a female and a Hispanic cultural lens.
- Promotes ethical leadership, social responsibility, and stronger attention to the needs of the broader Hispanic community.
- Emphasizes mentorship as a core element of continued leadership development.
- Stresses and builds upon personal strengths.
- Impacts the community through leadership service projects.
- Connects leaders to the premier nationwide network of distinguished Latina women.

## Requirements

- A minimum of ten years of consecutive, substantive professional work experience.
- Demonstration of leadership (currently and potentially) as indicated by professional, volunteer and other activities, and documented through letters of recommendation.
- Strength of character, motivation, and commitment to personal and professional goals.
- Full intention to participate in all program activities and a commitment to continue to support NHLI.\*
- Submission of completed application by August 12, 2011.

Visit our website at [www.nhli.org](http://www.nhli.org) for more information.

\*Please note: The program is not appropriate for women who are full-time students, seeking elected office, or going through professional or personal transition. It requires a considerable time commitment and the full attention of all participants during the training sessions.

## Cost

The full cost of the program is approximately \$25,000 per participant. Thanks to the support of sponsors and donors, NHLI is able to contribute significantly to participants' tuition expenses, but a cost-sharing commitment is required. The tuition fees are as follows:

TUITION CATEGORIES	TUITION FEE
Employees of (Fortune 1000) corporations who are not NHLI sponsors or current NHLI sponsors below the \$35,000 level	\$12,500
Employees of NHLI Corporate Sponsors at the \$35,000 level and above. Sponsorship opportunities can be found at: <a href="http://www.nhli.org/conf_sponsor_opps.htm">http://www.nhli.org/conf_sponsor_opps.htm</a>	\$6,000
Employees of mid-size private companies with revenue in excess of \$100 million	\$4,500
Self-employed/Entrepreneurs, Employees of small businesses with revenue under \$100 million, Staff of Nonprofits, Academic Institutions, and Government Employees	\$3,500

## Program Value

The NHLI Executive Leadership Program is a sound investment. The program helps participants build their leadership skills, is a catalyst for career advancement, and offers access to the most powerful professional Latina network nationwide. Program evaluation data demonstrates that:

- More than 70% of graduates credit NHLI with making them more effective leaders and professionals.
- Nearly four in ten graduates serve on national boards and more than half serve on government commissions or special task forces.
- One-third (33%) of graduates hold executive-level positions compared to 17% before the NHLI experience — a near doubling of executive-level positions in less than ten years. In 2007, nearly half (49%) of executive graduates earned individual annual incomes of more than \$100,000, and nearly one in five (17%) had annual incomes exceeding \$150,000.

NHLI embodies a vast and powerful network that motivates, connects and offers professional assistance. The number of Latinas reached through various NHLI networking efforts exceeds 10,000 annually.

In addition to the high quality training provided specifically by NHLI, participants receive a significant discount on the most prestigious leadership training programs in the country by selecting NHLI's Executive Leadership Program. Individually, each training week can cost an organization up to \$8,000. See chart below:

PROGRAM COMPONENT	COST WITHOUT NHLI	COST WITH NHLI
Center for Creative Leadership 5-Day Leadership Development Program (LDP)	\$ 6,900	Included in Tuition
Harvard's John F. Kennedy School of Government 5-Day Leadership Program	\$8,000	Included in Tuition, covers lodging and meals
<b>TOTAL</b>	<b>\$14,900</b>	

"As a founding corporate sponsor, MillerCoors has been invested both as a corporate champion of NHLI's mission and vision, monetarily and with 'hands-on' leadership on the board of directors. NHLI is considered a valuable partner also for attracting potential talent to the company."

—Olga Garcia (2000 ELP Alum) Diversity Manager, External Programs, Miller Coors Brewing Company