



STARTINGBLOC

# 5 Day Leadership Institute

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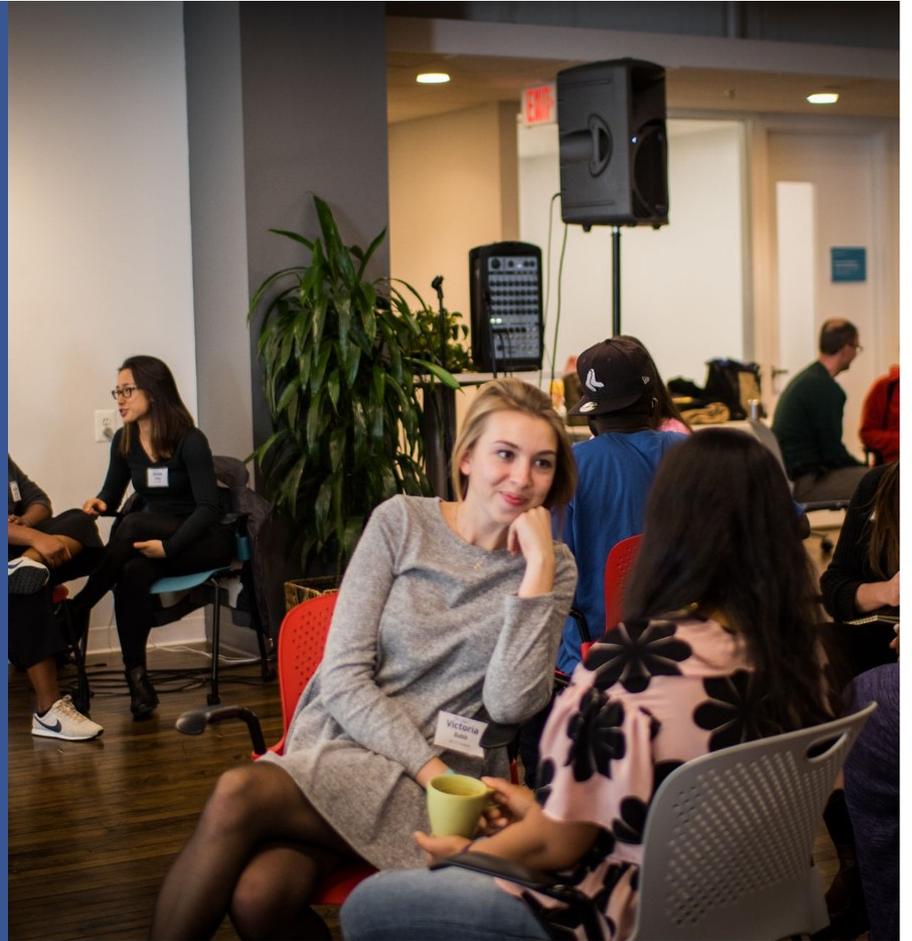
# STARTINGBLOC BELIEVES:

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- 1 **The world is in a period of tremendous shift.**
- 2 **Work is becoming more decentralized, automated and driven by values.**
- 3 **The skills that we need in the future are different than those of the past.**
- 4 **Leadership Matters. Culture is shaped by people and Impact is driven by people.**
- 5 **We must be led by leadership that operates from a place of self-awareness, maturity, competence, and connection.**
- 6 **To find that leadership, we think about influence. We identify strong, bold, morally courageous voices and we do everything we can to amplify their work.**
- 7 **The value of personal work is amplified through connection: communities of practice are critical.**
- 8 **By finding the right people, training them on cutting edge content, and surrounding them with allies, we are constructing and designing a network effect.**
- 9 **At critical mass, StartingBloc Fellows will bring about more equitable, thriving systems. They will change the world.**

StartingBloc's Mission:

**To convene and  
develop leaders  
and companies  
who value  
connection,  
community and  
courageous  
leadership.**



# DEMOGRAPHICS OF AN INSTITUTE

**1** Socially Conscious Professionals, Entrepreneurs, Activists

**2** 65% People of Color

**3** 55% Female or Non-binary

**4** Intergenerational:  
18-70 Age Range. Avg. Age 31

We have delivered 42 Institutes in the last 15 years across 9 different cities.



# STARTINGBLOC INSTITUTES DELIVER:

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## Cutting Edge Experiential Content

Research-backed Frameworks, Tools and Mindsets to move work forward.



## Meaningful Community

Peer Mentorship, Small Group Breakouts, and Dance Parties.



## Clarified Vision, Purpose & Goals

Opportunity to Refine and Share a Vision and to Make an Ask of the room.

# ANATOMY OF A STARTINGBLOC INSTITUTE

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Our Institutes are highly experiential and interactive. Every Institute is customized based on local context and who is in the room. Each Institute brings in expert speakers and facilitators.



## Day 1: Off the Bloc

We set intentions, get to know the cohort, and learn research-backed frameworks on adaptive/emergent leadership and organizational design.



## Day 3: Articulating Justice

We explore social justice through the lens of personal identity and organizational change. Fellows explore examples of transformative justice and restorative practices.



## Day 5: The Road Ahead

We hear from an expert speaker within the social impact field. This day also introduces the StartingBloc global ecosystem of support and resources.



## Day 2: Owning your Vision

Learn cutting-edge tools to effectively manage across conflicting values and viewpoints. We spend time honing in on the how to craft and share a compelling vision.



## Day 4: Pass the Mic

We learn how to reach our objectives more effectively through empowered networking. Each Fellow has the opportunity to facilitate content at our Unconference.

# PROVEN IMPACT FOR OUR FELLOWS

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80%

Fellows report that StartingBloc contributed significantly to their professional growth



94%

Fellows report stronger social network as a result of StartingBloc



73%

Fellows report greater clarity in their purpose, passion and goals.



21%

Fellows promoted within one year after their Institute.

# PROVEN IMPACT FOR EMPLOYERS

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## Catalyze Intrapreneurship

StartingBloc catalyzes individuals to create the outcomes they want to see in their work. Fellows leave the program inspired to take on leadership positions and new projects. They learn to more quickly iterate and come up with solutions to the challenges they are facing.



## Communication

Fellows gain essential skills in communicating their visions and thoughts, both in small groups and on a larger scale. They will return better equipped to navigate the paradoxes present in nearly all team dynamics, and know how to have productive and authentic conversations.



## Reinvigoration

StartingBloc workshops focus on a) reframing problem-solving processes and b) setting Fellows up for long-term success at work. StartingBloc Fellows report being reinvigorated, boosting their confidence and competence. They will return with a better sense of restorative practices and purpose.

# COMPANIES REPRESENTED AT STARTINGBLOC

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# EMPLOYER PERSPECTIVE:

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WHY DO YOU SEND YOUR PEOPLE TO STARTINGBLOC? A CONVERSATION WITH THE COO OF THE FUTURE PROJECT.

**COO:** I send my high-achievers to StartingBloc to get re-inspired and my high-potentials to StartingBloc to get a confidence boost. I also send my team to StartingBloc to find amazing talent, and to bring them into our circle. There are amazing skills taught at StartingBloc, but great skills can be learned anywhere these days. What can't be found anywhere is a supportive network that I know will give good advice to my employees when they need it. What can't be found anywhere is the "ah-ha" moment when a manager realizes she can create a whole new program on her own.



## How has SB impacted your people in their work?

I always see a "starting boost" after the institute where our employees realize that they have just scratched the surface of their own potential. There is this amazing burst of motivation after the institute that literally lasts for months. Attendees bring that spirit back to the office, and it spreads among the team. Typically work is better or as good, but the real impact is in the way folks think after StartingBloc. They aren't waiting for permission to innovate, they're being proactive with their ideas, they're taking on mentorship and leadership without prompting.

## How have your people been able to bring back and integrate what they learn?

Definitely! We've brought in facilitators from the institute and frames of thinking about race, polarity mapping, and career mapping after our people went to StartingBloc. Elements of the institute have been replicated in team retreats and meetings, and we've adopted a number of the modes into the way we work.

## What other value does FP get from your people being part of the StartingBloc network?

Recruitment/talent - access to amazing people we want to/will/do hire (including consultants)  
Opportunities - speaking engagements, media profiles, partnership engagements

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# COSTS AND LOGISTICS

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## 1 **Tuition for the 5-day Institute is \$1500**

Tuition covers the cost of daytime programming as well as breakfast and lunch each day. It does not cover travel or accommodation.

## 2 **Group Rates are Available**

If you send 5 employees tuition is reduced to \$1250 per employee, a total savings of \$1250.

## 3 **Travel & Accommodation**

Travel & Accommodation are not included in the price of tuition. We recommend Fellows stay close to the venue, fly in Wednesday before the Institute and return home Monday evening after the Institute.



# INVEST IN YOUR TEAM TODAY

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