



Salon Series for Nonprofit Deputy Directors

Through peer-to-peer learning, sharing of best practices, and facilitated discussions by Laura McAlpine/Principal, participants will explore:

- Coping with the stress and strain of leadership in a nonprofit organization.
- Determining when to lead, when to collaborate, when to delegate, when to let go.
- Cultivating leadership development—for yourself, and among your staff.
- Practicing work/life balance and creating a healthy work culture for you and your organization
- Navigating board, CEO and staff roles and responsibilities.
- Finding the “I” in the ten organizational capacities.

This five-session Salon Series will take place at the McAlpine Consulting for Growth, LLC offices, and will include dinner and drinks at each 4:30pm-8:00pm session. We will provide an atmosphere conducive to innovative thought, a safe space for brave conversation, humor to keep things in perspective, and room to stretch—physically and mentally. To allow for individual attention, space is limited to eight participants. The group will be made up of people doing the same job, but in different organizations, who come together to learn and share on topics that affect us all.



Series Curriculum

Session 1: We will discuss leadership development, personal mission, and wellness, with a particular focus on the unique position of being a Deputy Director. Participants will bring a specific organizational problem that they would like to share and address throughout the five sessions.

Session 2: We will focus on building a healthy organizational culture, while getting off the hamster wheel and finding your sailboat. You strive to make life better for your key audiences—this is the time to make your life better/saner/more coherent while being in leadership at an important organization.

Session 3: Each participant will be given the opportunity to choose an activity for personal rejuvenation, led by an external expert during the session—massage; yoga; painting; writing; cooking; meditation. In addition, consulting will be provided on the specific organizational problem introduced in the first session.

Session 4: We will take a deeper dive into leadership and building a healthy organizational culture, with a focus on the best approach to navigate board, CEO and staff roles and responsibilities. The demands on leadership, finding your place as the second in command to the CEO, managing staff, juggling overwhelming job responsibilities, and time management obstacles require creative attention and a disciplined approach to self-care.

Session 5: We will explore strategic planning for yourself as a leader in your organization. Is this career mapping for you or how best to implement strategic thinking at your organization? The group will address the question—“Where do we go from here?” Opportunities for on-going sessions with the existing cohort will also be discussed.

Peer sharing, facilitated discussion, and intermission activities for health and wellness will be incorporated into every session. Participants will be given specific activities to continue learning between sessions.

Registration Information

Early bird registration deadline: Monday August 31, 2015

Introductory series early-bird registration price: \$825

Introductory series regular registration price: \$950

Series Dates/Times: Wednesdays, 4:30pm-8:00pm — September 16, October 7, October 28, November 18, December 9

Please make checks out to McAlpine Consulting for Growth, LLC, and send the check with your name, organization's name, mailing address, email address and phone number to Michael Collins, Office Manager, McAlpine Consulting for Growth, 4870 N. Francisco, 2nd Floor, Chicago, IL 60625. Further information can be provided by Michael at michael@lmc Alpine.com or Laura at laura@lmc Alpine.com. Please note: additional costs for the third session will be based on the rejuvenation method chosen, and will be paid for by participants once reserved at the first session.

Caring for myself is not about self-indulgence; it is self-preservation.
- Audre Lorde

Laura McAlpine, LCSW

Laura McAlpine is the Principal of McAlpine Consulting for Growth, LLC and has over 30 years of management and leadership expertise in non-profit health and social service organizations. Her skills, gained in positions as executive director, manager, and board member, include strategic planning, organizational development, leadership coaching, and financial management. Laura is also a skilled policy advocate with a special focus on health access, maternal and child health, adolescent health, reproductive rights and anti-gay violence. An experienced facilitator and presenter, she has led retreats, training sessions, and focus groups for a wide variety of organizations. Laura is a licensed clinical social worker and has a Master's degree in Social Service Administration from the University of Chicago.



Our mission is to support social change and healthy communities, and this Salon Series creates a venue to give attention to staff leaders. Laura designed the Salon Series for Deputy Directors because she has navigated the role as second in command and believes this position has unique challenges. It is critical to support the person in this role, not just the organization.

