October 16, 2014
Leadership Development for CDFIs by CDFIs

- Supports talent that can lead transformational change
- Ensures strong leadership at all levels of the industry
- Promotes leaders that represent the diverse communities that CDFIs serve
Three Levels of Leadership

Executive Leaders: CEOs, Executive Directors

Mid-Career Leaders
- Department heads, team leaders, program managers
- At least 10 years into career; 3 years in opportunity finance industry

Emerging Leaders
- High potential, early career professionals, looking to identify career path
- At least 3 years of organizational experience; 1 year in opportunity finance industry
Core Curriculum

- Developed and delivered by OFN and the Wharton School of the University of Pennsylvania
- Transformational leadership frameworks and tools
- Applying transformational leadership to the opportunity finance industry
- Understanding leadership and management
- Building effective teams to lead transformational change
Program Structure

- 40-50 leaders (15-20 Emerging, 15-20 Mid-Career, and 8-10 Executive)

- 3 Day and a Half Gatherings (January, April, June in Philadelphia)

- Conference Calls, Small Group Accountability

- Unconference (November in Detroit)
Eligibility

- Applicants must be employed by an OFN Member CDFI
- Applicants must demonstrate a commitment to leading transformational change
- Applicants’ CDFIs must support their Citi Leaders
Selection Criteria

- Demonstrate a desire to be a transformational leader

- Articulate clear and ambitious goals for what they want to accomplish in their careers

- Value the opportunity to work with peers in a collaborative way
Selection Criteria (continued)

- Be recognized as an individual with leadership potential / potential to grow leadership capacity

- Commit to approach transformational leadership with respect for diversity and inclusion

Selected individuals will represent a range of backgrounds, experiences, and institutions
# Timeline for Year Two

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<td>Nov. 3-21, 2014</td>
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<tr>
<td>Participant Selection</td>
<td>Dec. 15-19, 2014</td>
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