



VAIL LEADERSHIP ALLIANCE

# FOUNDATIONS OF LEADERSHIP

*BUILDING LEADERSHIP CAPACITY*



*Foundations Cohort*

## **BUILDING LEADERS AND COMMUNITY**

Directed at up and coming leaders and middle management, Foundations of Leadership groups form a semester-long cohort that convenes for a one-and-a-half day retreat followed by six monthly meetings of multi-hour development sessions and discussions led by a mentor. Participants gain access to the Vail Leadership Alliance's **Leadership Network** to keep participants connected with leadership development across the Valley.

The primary purpose of Foundations of Leadership is to build your leadership capacity by exposing you to the foundations of the **Inside First**<sup>®</sup> methodology. We believe good

and effective leadership is built more on character and one's personal ethics than on skills. Character and ethics are often founded on an internal perspective that strengthens hearts.

## HOW DOES IT WORK?

An appointed mentor/sponsor with a coach-facilitator brings together a small cohort to focus on essential leadership principles and practices based on the Inside First<sup>®</sup> methodology in a retreat.

Following the retreat, Foundations groups convene monthly for multi-hour gatherings to further develop their own perspectives on leadership and learn from the experience of their mentor. Approximately half of each monthly session addresses various Inside First<sup>®</sup> principals such as values, purpose, vision, and strength. Sessions also address specific challenges brought forth by a member of the group in an open forum case study (sometimes called the "hot seat"), where members can share ideas on the topic and provide feedback. Groups may also meet in order to stay connected or hear from outside speakers or subject-matter experts.

Over the course of the year, mentors will meet with each member twice individually to help advance their growth.

Monthly meetings are scheduled based on member availability. We encourage participants to get to know all the members, as each member is a resource that may be able to help solve a problem or seize an opportunity in the future.

*"Leadership is a journey,  
not a destination. It is a  
marathon, not a sprint.*

*It is a process,  
not an outcome."*

**John Donahoe**



## **WHO SHOULD PARTICIPATE?**

Middle managers, emerging leaders and new executives, as well as anyone seeking to grow their leadership capacity. Participants can come from any organization, sector, industry, or situation.

## **PROGRAM FEES**

- The tuition of \$1750 will be covered by your program mentor
- Participants must pay Meals & Material fee of \$150
- Outside conferences, webinars, and any travel or lodging are extra

## **FOUNDATIONS OF LEADERSHIP PROGRAM BENEFITS**

- Uncover your purpose
- Develop new and enriching relationships
- Gain insight into purposeful living perspectives founded on the Inside First<sup>®</sup> framework
- Gain an awareness of developing trends in leadership and the community, learn new ideas, manage change and transitions, and improve decision making
- Create a clear and compelling vision for your future, providing a roadmap to significance

## **FREQUENTLY ASKED QUESTIONS**

### **How are the monthly topics chosen?**

Monthly topics and materials are drawn by the mentor from the Alliance's library of Inside First<sup>®</sup> resources. Additional topics will derive from member case studies.

### **Where are the meetings held?**

Meetings are held in supportive environments or even at the homes of participants. In select situations, the monthly sessions may be held online via Zoom.

### **What if I am unable to attend a scheduled meeting?**

While we'd like to say the meetings are mandatory, we all have other obligations. The success of the group depends on the commitment of its members. Members should put the regularly scheduled meetings in their calendar for the year. We request that participants try to make these meetings a priority. In case of emergencies or major events that cannot be rescheduled (i.e. graduations, weddings, etc.), we ask that you notify your mentor of your absence as soon as possible prior to the meeting. After three (+) missed meetings, the mentor may check in with you to see if you're still able to commit to the group and the process. If you're relocating and can no longer be involved, inform the mentor so the search for a new member can begin if desired.

### **Is it possible to bring in new members?**

The Alliance discourages groups over eight as larger groups can make dialogue more difficult. However, if the group is at less than eight members and is interested in bringing in a new participant, a new member may join if the group approves and the new participant feels this is the right group.

### **Can outsiders attend Foundations meetings?**

Group speakers are the only other individuals invited into the cohort. Outside observers are discouraged. The collaborative approach means members act as a trusted sounding board for one another. Outsiders may disrupt the atmosphere needed for open communication.

## **ABOUT THE VAIL ALLIANCE**

The Vail Leadership Alliance (formerly the Vail Leadership Institute) was conceived when a group of community leaders discussed the social and personal challenges that have evolved out of the pandemic. This shift provided opportunities for individuals to embrace transitions in their life and reassess and discover a more purposeful way of living.

The Alliance inspires purposeful leading and living and helps people manage life's transitions, including the inner work of developing more clarity and self-awareness and the outer work of contributing to communities and the world.

Alliance programs, both online and in-person, include events and symposia as well as RoundTables. The Alliance also develops partnerships with other organisations including joint events and the promotion of purposeful living.

### *FOUNDERS*

Most of the Alliance founders either live in Vail or have extensive experience running organizations in the Vail Valley. We know this place well. There is a small but committed working group driving the re-launch. Beyond John Horan-Kates, the group includes, Art Currier, a former business executive and sustainability champion (508-243-5273, [artcurrier40@gmail.com](mailto:artcurrier40@gmail.com)); Buck Elliott, a local business owner and entrepreneur (970-926-2000, [buckelliott8@gmail.com](mailto:buckelliott8@gmail.com)); Richard Leider, a best-selling author and speaker and our Purpose Ambassador (612-845-8686, [richardleider@me.com](mailto:richardleider@me.com)); Terry Minger, a former Vail Town Manager and foundation executive (303-919-6379, [terryjminge@gmail.com](mailto:terryjminge@gmail.com)); Sarah Smith Orr, a Ph.D., life coach, consultant, and professor (818-516-2011, [orrss@me.com](mailto:orrss@me.com)); and Gregg Vanourek, an award-winning author and executive training, teaching, and speaking in the U.S. and Europe (720-526-4076, [gregg@greggvanourek.com](mailto:gregg@greggvanourek.com)). Each of the founders has extensive experience in personal development: Most are experienced retreat facilitators and coaches, many with over forty years of experience.

### **FOR MORE INFORMATION**

Contact us at [info@vailleadershipalliance.org](mailto:info@vailleadershipalliance.org); 970-306-3276. And check-out our website at [www.VailLeadershipAlliance.com](http://www.VailLeadershipAlliance.com)