



LEADERSHIP
PROGRAM *for*
OPPORTUNITY
FINANCE

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

Application Period	Nov. 3-21, 2014
Participant Selection	Dec. 15-19, 2014
Program Implementation	Jan.-Nov. 2015



LEADERSHIP
PROGRAM *for*
OPPORTUNITY
FINANCE

www.ofn.org/leadership

citileadership@ofn.org