

FOCUS St. Louis Program Matrix

- All programs have a partial scholarship component for those who demonstrate need
- The application process for all programs is competitive and considers personal strengths, professional/personal goals, community commitment and self-awareness. Classes are purposefully crafted with representation by diverse backgrounds, ethnicity, age, industry sector and geographic location

PROGRAM	PROGRAM DESCRIPTION	IDEAL CANDIDATES	TIME INVESTMENT	COST
<p>Leadership St. Louis</p>	<p>Founded in 1976, the Leadership St. Louis® (LSL) program is one of the most highly-respected leadership development programs in the nation. Graduates of the program include CEOs and other corporate senior level executives, business owners, state legislators, government officials, education leaders, attorneys, community leaders and nonprofit executive directors.</p> <p>LSL builds upon a leader’s existing competencies and develops their understanding of how to create a better St. Louis region. Through a series of immersion seminars participants learn about economic development, education, racism, power and politics, poverty and social services, the criminal justice system, arts and culture and the environment.</p> <p>LSL graduates possess a deeper understanding of their community, how to utilize their leadership skills to solve complex civic and social issues, and have access to a network of leaders who are equally engaged in the success of the St. Louis region.</p>	<ul style="list-style-type: none"> • Seasoned professionals who hold significant roles in their company and/or community. • Should have a strong sense of personal leadership before entering LSL and demonstrate a desire to work collaboratively with their peers to address civic and social issues. • Should intend to utilize diverse perspectives, experiences and knowledge to make meaningful changes within their own organizations. <p>Ages: 30+</p>	<ul style="list-style-type: none"> • Two full-day sessions each month (Friday and Saturday) from September – May • Opening and closing sessions are both overnight retreats • Additional workgroup time may be required <p><i>Due to the immersion nature of this program, it is recommended that employers support learning by allowing participants appropriate time off for participation.</i></p>	<p>\$5,000 per individual</p>

**Impact
Fellows**

Impact Fellows takes FOCUS program knowledge into action. Individuals selected for the program will gain a deeper level of understanding of a selected community issue, meet and work with the area's top experts and key players, and apply leadership competencies and innovative thinking to move the issue forward.

In addition to producing a tangible outcome, project and/or solution, participants will gain considerable training and experience in change management, problem-solving, group dynamics, systems thinking and project management.

This is a one-of-a-kind experience to work alongside fellow leaders to produce real and meaningful change.

- Mid-level and senior professionals - **specifically those who have completed a FOCUS leadership program**
- Should have the passion and commitment to solving a specific regional issue

Ages: 25+

- **Two full-day sessions** each month (Friday and Saturday) from April - November
- Additional workgroup time will be required to complete specific class project

Due to the immersion nature of this program, it is recommended that employers support learning by allowing participants appropriate time off for participation.

\$3,500

**Coro™
Women in
Leadership**

The Coro™ Women In Leadership (WIL) program is a five-month, part-time training program that provides women the opportunity to refine their personal and professional leadership competencies, learn about the St. Louis community, and connect with other women from diverse backgrounds. Gender-specific workforce issues are discussed.

Graduates of the program gain improved leadership effectiveness to apply to their personal and professional lives, an enhanced ability to network within the community, and the access to resources to produce results.

- Mid-level managers, sole entrepreneurs and women community leaders
- Demonstrate a desire to develop personal leadership competencies
- Women who frequently navigate leadership from a 360-degree perspective (i.e., middle management)

Ages: 25+

- **Two full-day sessions** each month (Thursday and Saturday) from January – May or September – December

Due to the immersion nature of this program, it is recommended that employers support learning by allowing participants appropriate time off for participation.

\$2,000

**Coro™
Fellows
Program
in Public
Affairs**

The Coro™ Fellows Program uses the city as a classroom to train the next generation of change makers in the corporate, nonprofit and government sectors.

Through a full-time, nine-month immersion into multiple sectors – private, public, non-profit, labor and campaign – the Coro Fellows program exposes participants to various industries and job settings, gives them one-on-one access to business and community leaders addressing a range of civic issues, and provides unparalleled relationship-building opportunities in some of the nation’s most dynamic cities.

Coro Fellows emerge with vast cross-sector experience, self-awareness and increased clarity in launching the next phase of their careers.

- Applicants can be individuals who have recently completed their undergraduate or graduate degrees or those with several years of work experience.
- Applicants are chosen from a national pool with the ability to indicate geographic preference for St. Louis.

Ages: 21+

- **Full-time program** from mid-August to late May *(due to the intensive nature of the program applicants are not permitted to have outside professional obligations)*

\$4,000

**Emerging
Leaders**

The Emerging Leaders program offers a select group of St. Louis’ young and talented professionals the opportunity to receive training to develop leadership and management skills.

This program provides participants with an increased sense of engagement in the region, as well as the tools to take an active role as the next generation of St. Louis regional leaders.

Emerging Leaders aims to provide young professionals a better understanding of the inner workings of the St. Louis community, an opportunity to develop leadership skills, a chance for personal growth and self-assessment, exposure to volunteer involvements, and a diverse network of peers.

- Candidates who are entering their career field
- Individuals with limited previous leadership experience or education who wish to learn more about their personal leadership style

Ages: 22 – 35

- Alternating Monday evenings (5:30 – 8:30) for 6 sessions (over 12 weeks)

Youth Leadership St. Louis

Youth Leadership St. Louis (YLSL) empowers the region's youth to become future community leaders. YLSL is for high school juniors and develops leadership skills, promotes teamwork among diverse groups, and provides a deeper understanding of the St. Louis region.

YLSL brings students together from approximately 30 urban, suburban, rural, public, private, and parochial schools from throughout the region, as well as the Girl Scouts of Eastern Missouri and the Purina PALS program. YLSL is the area's only established inter-district high school program that is non-competitive in nature.

- Students are chosen for participation upon recommendation by their schools
- Ages: High School Juniors

- 1-2 times per month throughout the school year
- There is an opening retreat in September and graduation in May

\$500 (often paid for by the school district)

Diversity Leadership Fellows

Embracing diversity is an imperative for our region. The **Diversity Leadership Fellowship** program is committed to the professional development of FOCUS program alumni and friends who demonstrate leadership potential and a strong drive to positively impact the community in areas of diversity, inclusion and equity.

Participants deepen their understanding of diversity and inclusion in its complexity, complete a personal diversity assessment of behaviors, provide tools to lead change in communities and organizations, and build strategies for interrupting racism. Participants learn diversity, inclusion and equity in a three-tiered approach of theory, application and experience.

- Professionals who wish to increase their understanding of complex diversity issues and potential interventions in personal and professional environments
 - Candidates who want to better understand how their personal behavior affects and supports diversity, inclusion and equity
- Ages: 21+

- A 3-day intensive seminar in a Thurs/Fri/Sat, 8 am- 5 pm format

\$500

Experience St. Louis

Participants are given rare insight into the community during five fact-filled sessions.

Four evening sessions are held at significant sites around the region. Featured speakers are outstanding leaders in their fields who influence decisions made in the community. Topics for exploration include history, power and politics; the regional economy; major issues facing the region; dining, culture and recreation and more.

- Executives and their partners who are new to the St. Louis region
 - Executives recently promoted that may benefit from a deeper knowledge of our region.
- Ages: 21+

- Four week day evenings and a Saturday throughout Spring or Fall

\$800 per person or \$1,400 per couple

Matrix Quick Guide

I am...	This program is for you!
A senior-level manager looking to make a difference at work and in my community	Leadership St. Louis, Coro™ Women in Leadership
Seeking to improve my effectiveness as a leader in my company	Leadership St. Louis, Coro™ Women in Leadership, Emerging Leaders
A recent college graduate who wants to develop personally and civically so I choose a career path that benefits me and my community	Coro™ Fellows Program in Public Affairs
Trying to improve my interpersonal relationship skills with coworkers	Coro™ Women in Leadership, Emerging Leaders, Diversity Leadership Fellows
A government employee who would benefit from understanding more about the corporate and nonprofit community	Leadership St. Louis, Coro™ Women in Leadership, Emerging Leaders
A mid-level manager seeking to understand more about myself as a leader and how my unique skills can help my community	Coro™ Women in Leadership
A FOCUS program graduate, and I want to apply what I've learned to make an impact on a specific issue in my community	Impact Fellows
Early in my career and I'm not sure how to define my leadership style	Emerging Leaders
The CEO of a small nonprofit with 20 years' experience in my community	Leadership St. Louis
I am seeking to increase my understanding of the importance of different perspectives and people in my company composition	Diversity Leadership Fellows
Thinking of running for local office	Leadership St. Louis, Coro™ Women in Leadership, Emerging Leaders
Looking for ways to expand my professional network	Leadership St. Louis, Coro™ Women in Leadership, Emerging Leaders, Experience St. Louis, Diversity Leadership Fellows
New to St. Louis and want to learn about my new community	Experience St. Louis
Wanting to supplement my education with real-world experience	Coro™ Fellows Program in Public Affairs
A FOCUS graduate who wants to continue my learning experiences	Impact Fellows
A high school-age student who would benefit from learning about leadership and regional issues	Youth Leadership St. Louis