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## **STRENGTHEN YOUR ORGANIZATION AND FURTHER YOUR MISSION THROUGH *LEADING FROM THE MIDDLE***

With Leading from the Middle, you can reduce your hidden costs, build a more capable organization, and reach your goals more efficiently. **Leading from the Middle is the only leadership development program designed for mid-level professionals in urban planning and community development.** More than any other program, we understand the distinct and dynamic challenges facing our fields. Leading from the Middle combines:

- Six workshops on such issues as team-building; conflict management; working effectively with supervisors, peers and clients; strategic communications and managing the challenges of diversity. Workshops combine training and realistic exercises with peer coaching. Participants learn from one another's success stories. Classes are offered every two to three weeks between April and July, so your employees have time to practice what they learn.
- Three months of one-to-one executive coaching.
- An online knowledgebase of effective leadership and management tools for community development and planning
- Connection to a professional network that includes managers, directors and executives from government, business, nonprofits, and foundations.

**Leading from the Middle works.** Graduates report being better able to collaborate with colleagues and supervisors, manage conflict, build productive teams and think in new ways about difficult issues. Leading from the Middle works because we do more than teach techniques. We change the way participants think and help them find more creative and constructive ways to deal with difficult issues.

**How does this benefit you?** Leadership and management techniques that don't fit the distinct challenges in our organizations create hidden costs. Workers who feel frustrated, powerless and overwhelmed are less motivated, less productive and less likely to come up with creative ideas. **The program helps participants find the best ways to succeed under the dynamic challenges they face every day.**

**If you want your mid-level employees to be more efficient, effective and productive, Leading from the Middle is worth your investment.** If you endorse your employee's application, we will work with you to identify projects the employee can work on to benefit your department, division or organization. **We will make it worth your investment. But you'll need to act soon. Applications are due April 14.**

Please visit <http://www.theleadinginstitute.org/lm> to learn more. Or contact TLI Director Leonardo Vazquez, AICP/PP at 732-932-3822, x711 or [info@theleadinginstitute.org](mailto:info@theleadinginstitute.org).