



Join Us in Building a Healthy NGO Leadership Field!

The world is changing at an unprecedented rate. The speed of communication and globalization has changed the way we can respond to conflicts, humanitarian disasters, and to situations that call for advocacy campaigns. The level of NGO action has increased globally to respond to the needs, suffering, and opportunities to create a society that not only survives but also thrives and promotes justice.

However, the NGO sector has been characterized by **chronic underinvestment in senior leadership development, talent management, and leadership succession, in comparison to both the private and public government sectors.** For example, [between 1992 and 2011, less than 1% of foundation giving to NGOs went into leadership development.](#)

Preliminary findings from our joint study with the Center for Creative Leadership (CCL) suggest that although the job of leading an INGO has become increasingly complex and demanding, the level, nature and quality of leadership investment and preparation offered to top-tier leaders does not reflect this reality.

Moreover, the limited leadership development opportunities extended to these leaders are frequently founded on private sector concepts and practices that fail to adequately reflect the unique challenges of leading an NGO in the current global context.

The [Transnational NGO Leadership Institute](#) at the [Maxwell School of Citizenship and Public Affairs at Syracuse University, USA](#) was created with the vision of providing tailored, social sector specific leadership training to NGO leaders, who currently work at the second tier of responsibility and seek to transition into top tier leadership positions.

As evidenced by the leadership journeys of our alumni and consistently excellent participant evaluations, the leadership training they received at the Leadership Institute along with the networks they formed has provided them with an important stepping-stone to succeed in their new roles. Over the years, our success in training leaders from both big and medium sized NGOs based in the global south as well as the global north has spurred us on to continue building this field, both through our leadership training programs and our continued commitment to researching high quality senior leadership development approaches.

We urge NGOs and allies to help us build and connect a healthier NGO leadership field by:

- Making a multiyear commitment to send INGO leader(s) from your own organization (including grantees and partner organizations) to the next Leadership Institute; and
- Helping to build the field by underwriting the cost of attendance of another leader from a *global south founded* NGO, so that the needed balance in the ecosystem of NGOs is reinforced and that there is equity in leadership opportunity globally.

There are several multi-year membership options available (for a minimum of three years), with the following benefits:

Field Building Champion Circle:

- Send three participants to the Leadership Institute (multiyear commitment), and enable one leader from a global south *founded* NGO leader to attend the program, and receive a 20% discount on training fees for all participants;
- You will be invited to provide input into the tailoring of curriculum to represent your organization's current needs;
- You will receive 'after-program' benefits for participants (curated readings, coaching inputs as requested, an opportunity to debrief on program outcomes for direct reports of participants, etc.)

Field Building Supporter Circle:

- Send two participants to the Leadership Institute (multiyear commitment), and enable one leader from a global south *founded* NGO to attend the program, and receive a 15 % discount on training fees for all participants;
- You will receive 'after-program' benefits for participants (curated readings, coaching inputs as requested, an opportunity to debrief on program outcomes for direct reports of participants, etc.)

Field Building Member Circle:

- Send one participant to the Leadership Institute (through a multi-year commitment) and enable one leader from a global south *founded* NGO to attend the program, and receive a 10% discount on training fees for all participants

For more information on these opportunities, or to design one that best fits the needs and interests of your organization, and/or to set up a call with the head of the program, please contact:

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For more information on the costs, eligibility criteria, program content, logistics etc. of regular Syracuse based Transnational NGO Leadership Institute programs, please visit our website:

<https://www.maxwell.syr.edu/leadershipinstitute/>

We look forward to a potential partnership with your organization!