



LACNA Executive Leadership in the Performing Arts Fellowship Program

Program Details

This fellowship program, now recruiting for its third cohort, includes a leadership retreat, residencies with current CEOs of performing arts centers, one-on-one leadership coaching, funding for ongoing professional development and more. The following is a detailed description of each program element. *Please note, all travel and accommodation costs are covered by LACNA and residency host organizations.*

Orientation: April 30, 2024 / Virtual

The orientation, facilitated by program staff, will give fellows the space to:

- Come together as a cohort
- Discuss and plan for what's ahead
- Set personal and professional goals for the program

Stanford Retreat: June 2024 (Exact Dates TBD) / In Person

This retreat, based at the Institute for Diversity in the Arts' Harmony House on campus, is designed for fellows to come together to envision systemic transformation of performing arts centers and build the skills needed to make this transformation a reality.

Fellows will join Stanford professors and other experts in a series of workshops that explore themes integral to the program vision, including:

- Growth mindset and developing an organizational culture of learning and innovation
- Reimagining financial, fundraising, and operations within organizational structures
- Strategies for communicating radical changes internally and externally

Residencies + Practices: May 2024 – January 2025, Dates TBD / In Person

Each fellow will participate in residencies at three performing arts centers to engage directly in learning with host CEOs, as well as other organizational and community leaders.



Residencies will likely include:

- PAC orientation with CEO: key goals and challenges, strategies for effective management
- Engagement with Board leadership: the PAC in the community, priorities, and long-range goals
- CEO and donor conversation around the role of the PAC in social and racial justice initiatives
- Contact with civic leadership around the role of the PAC in the community
- ‘State of the Center’ conversations with executive leadership team
- Discussion of programming philosophy and audience composition: current and target
- Engagement with resident companies’ leadership (board and staff) if present
- Attendance at performances, debriefs with key staff

Coaching: June 2024 – January 2025, 6 Sessions / Virtual

Coaching is a powerful tool to support leaders through change. NAS Leadership Coaches come from the field and share a commitment to advancing equity through their practices. They are highly trained, deeply experienced and follow the International Coaching Federation standards and practices.

Each Fellow will choose a coach and work with them for six sessions. Coaching will begin during the residency phase and support the Fellows as they progress through the program focusing on their individual growth and development as they integrate knowledge, explore thoughts and ideas, and further craft (or develop) their leadership styles.

Nurturing + Networking: Throughout the Program / Virtual & In Person

An important part of this program is offering fellows the opportunity to connect with one another and other leaders in the field. Given that, relationship building is woven into all program components above, and there will be additional opportunities for it as well. These include:

- Fellows Summit: The Summit focuses on further exchange of ideas and experiences amongst the fellowship cohort and may include Fellows from other leadership classes such as Black Theater Coalition Fellows and Sphinx LEADers
- Cohort gatherings: Fellows will gather virtually at multiple points throughout the program to make space for sharing and continued connection
- Search Firm Roundtable Discussion: Fellows will engage in a facilitated dialogue with executive search consultants to further the development of robust and equitable executive search processes



- CEO networking: Participation in the program will provide Fellows with access to PAC CEOs

Continued Support + Professional Development

Fellows will become part of the growing network of program participants and will receive \$2,500 to invest in continued professional development, which may include courses, conferences, gatherings, coaching, etc.