



Department of
Youth & Community
Development



research • evaluation • strategy

www.8RES.org

NEW / TRANSITIONING EXECUTIVE

COHORT APPLICATION

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THE NEW / TRANSITIONING EXECUTIVE COHORT

The New York City Department of Youth and Community Development (DYCD) invests in a network of community-based organizations and programs to alleviate the effects of poverty and to provide opportunities for New Yorkers and communities to flourish. 8RES is offering a New / Transitioning Executive Cohort program. Leaders from 15-20 DYCD-funded nonprofit organizations will be selected to participate in this program, which will take place in 2025, between January 16th and April 3rd.

WHAT IS THE CAPACITY BUILDING COHORT?

“Organizational capacity refers to the resources, skills, and functions a nonprofit organization (NPO) needs to fulfill its mission across multiple domains” (Despard, 2016). Due to the tax structure of 501c organizations and the nature of the nonprofit sector, many nonprofits lack operational capacity. Capacity issues can encompass board development, organizational planning, financial management, staffing shortages, and other things that hinder operating an organization effectively.

Navigating the challenges of leading requires not just a solid foundation but also a community of peers to share and grow with. Our New / Transitioning Executive Cohort program aims to develop strong peer connections and practical knowledge. Key elements that drive the cohort activities include the following:

Structure and Inclusivity: Whether you're leading a small and new organization or a large established organization, this cohort is structured to support your journey. Each series is a curated experience, bringing together staff from similar stages in their leadership path because there's no one-size-fits-all when it comes to professional growth.

Peer Learning: In these cohorts, you'll find yourself amongst peers — fellow leaders who understand the day-to-day realities of your work. This isn't about lecturing; it's about collaborative learning, shared experiences, and collective wisdom. You'll discuss real-world scenarios, exchange strategies, and work through challenges together.

Leadership Skills Development: And as for leadership skills, we focus on the practical aspects that make an immediate difference. Managing Change, Performance Metrics, and storytelling—these are just a few of the areas we'll tackle. The idea is to take these skills and put them into practice right away in your role as a leader.

Through this shared learning experience, you'll build not just skills, but also a network of support that extends beyond the series. It's about creating a community that uplifts every member, shaping stronger leaders who, in turn, build stronger teams and organizations.

ELIGIBILITY

You must be a recent nonprofit executive / senior leader for a DYCD-funded CBO.

Your organization must currently receive funding from DYCD, and you can invite another individual (staff or board member) from your organization to attend workshops, based on the subject.

COST

All of the costs associated with the cohort are underwritten by DYCD. The program is effectively free for applicants and their organizations.



PROJECT COMPONENTS

1. Component I: Baseline Identification

Cohort members complete individual capacity assessments aligned to the course competencies and identify an improvement goal to focus on for the duration of the program, which is often prioritized in coaching sessions.

2. Component II: In-Person Workshops

Cohort members will attend six in-person workshops over 6 days that promote active learning and collaboration. The dates, times, and topics of the workshops:

All sessions are between 9:30am – 4:00pm

Thursday January 16 th Leadership Type Strategy	Thursday January 30 th Trust Building Workplace Wellness	Thursday February 6 th Quantifying Big Picture	Thursday February 27 th Leading as Storytelling Board Management	Thursday March 13 th Change Management	Thursday April 3 rd Advanced Performance Management GQ
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PARTICIPANT EXPECTATIONS

The New / Transitioning Executive Cohort is designed to take participants through a series of professional development workshops and optional coaching office hours that facilitate improvement in key leadership competencies.

Accepted members are expected to attend the workshops and to arrange coaching (if needed) throughout the entirety of the program. Participants will be expected to have no more than one absence while in the program and will be expected to complete a pre and post individual capacity assessment.

HOW TO APPLY

Applicants will need to complete the New / Transitioning Executive Cohort application to be considered. This is a competitive process and all information entered into the application will be evaluated by a selection committee.

Complete the application before **January 8th, 2025**: Complete online through the **VIRTUAL APPLICATION FORM** OR email this completed application and current resume to info@8RES.org. If you have any questions, please email joe@8RES.org.

TIMELINE

Applications Due **January 8th, 2025**.

Cohort members are selected by **January 10th, 2025**.

Workshop dates: **January 16th through April 3rd, 2025**

Coaching session office hours, by appointment, will be available between **January 20th and April 11th**.



GENERAL INFORMATION

First Name

Last Name

Preferred Name

Work Phone

Mobile Phone

Work Email

Alternate Email

Emergency Contact Name

Emergency Contact Phone Number

Do you have any food allergies or diet restrictions?

ORGANIZATION INFORMATION

Organization Name

Address

Organization website

Your Current / Previous Position Title

Your New Position Title

How long have you been in your current position?

Number of Staff you will manage?

Number of years leading nonprofit organizations:

Have you participated in other executive trainings before?

YES

NO

If yes, what training/s?

PLEASE ANSWER THE FOLLOWING QUESTIONS

Briefly, describe why you are applying for this cohort and what you hope to learn.



Briefly describe your strengths and weaknesses as a nonprofit leader?

What is your vision for your organization 3-5 years from now?

APPLICANT ACKNOWLEDGEMENT OF COMMITMENTS

I commit to attending the 6 workshops and to participating in the coaching program. My organization has approved (or I have notified my teams about) my participation in this program with the understanding that I will miss six days between January and May. I will attend all of the (6) scheduled workshops.

Please read the following and, to signify understanding and compliance, sign below.

I understand the goals and commitment of the Seasoned Supervisor Cohort of 2024 and the attendance requirements. If selected, I will fulfill all obligations outlined in this application. I acknowledge that I have completed the application and that all the information contained herein is true and correct. I hereby give 8RES and DYCD the right to make inquiries regarding the information provided on this application form.

Furthermore, if selected, I hereby: (1) give consent for 8RES to use my photograph or image in its print, online and video publications; (2) release 8RES employees and any outside third parties from all liabilities or claims that I might assert in connection with the Cohort program; and (3) waive any right to inspect, approve or receive compensation for any materials or communications, including photographs, videotapes, website images or written materials, incorporating photos/images of me.

APPLICANT SIGNATURE & DATE

	/ /
Name (print)	Date
Signature	

Complete this application before **January 8th, 2025**, and email it, along with a current resume, to info@8RES.org. If you have any questions, please email joe@8RES.org. If you prefer to complete the application online, use the following link: [APPLY HERE](#).