next
ACCELERATING SMART GROWTH

Accelerating Smart Growth

Executive Evaluation and Strategic Roadmap for the Next Leadership Program

A comprehensive synthesis of participant feedback, mapping the four-day learning journey and outlining the architectural blueprint for future iterations.

NotebookLM

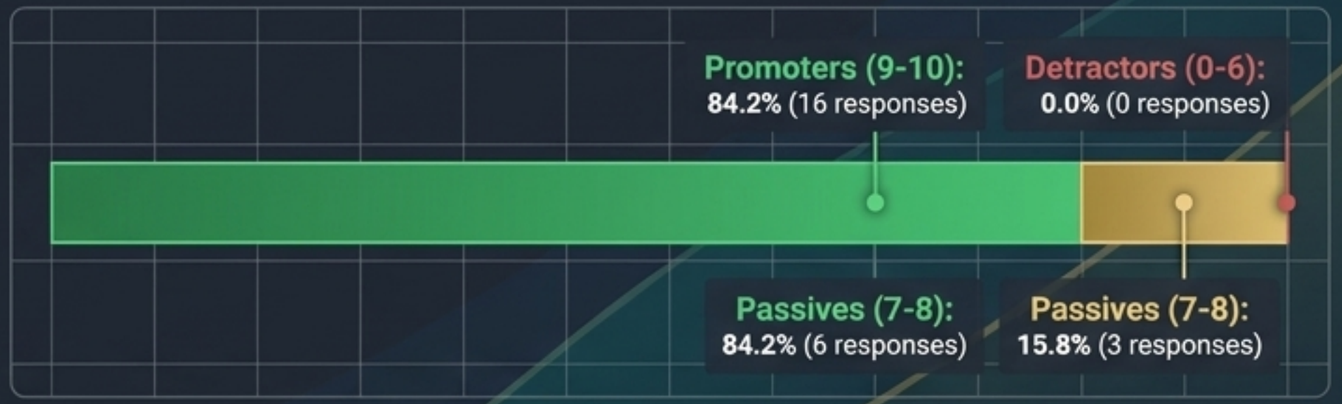
An Overwhelming Victory in Participant Advocacy

+84

Net Promoter Score

Based on 19 valid responses

NPS = % Promoters – % Detractors



Supporting Metrics

Average Recommendation Score:
9.47/10

Median:
10/10

Participants did not merely express satisfaction; they demonstrated profound advocacy. The absence of a single detractor confirms that the program successfully navigated diverse organizational contexts to deliver universally relevant leadership value.

NotebookLM

The Three Pillars of Program Impact



Identity

Sub-metrics: Elevate Personal Leadership Brand (9.21/10) | Ignite Transformation (9.16/10)

Moving participants from implicit understanding to deliberate, communicable leadership identities.

Capability

Sub-metrics: Navigate Change & Difficult Conversations (9.00/10) | Gain Critical Tools (8.89/10)

Equipping leaders with highly practical, active-learning frameworks for feedback and coaching.

Community

Sub-metrics: Cohort Integration

Qualitative feedback universally highlighted the transformation of individuals into a supportive, deeply connected peer network.

NotebookLM

The Arc of Transformation: A Four-Day Journey



Day 1: Trust & Foundation

Overall: 8.7/10

Focus: Values, Connection, and Baseline Setting.

Day 2: Practical Flow

Overall: 9.35/10

Focus: Real-Time Practice, Coaching, and Feedback Frameworks.

Day 3: Cognitive Friction

Overall: 8.42/10

Focus: Systems Mapping, Complexity, and Organizational Reality.

Day 4: Emotional Climax

Overall: 9.53/10

Focus: Vulnerability, Storytelling, and Program Integration.

The program's design successfully engineered a sequential psychological progression. Trust built on Day 1 enabled the practical risks taken on Day 2, which provided the grounding necessary for Day 3's systemic complexity and Day 4's emotional vulnerability.

NotebookLM

Day 1: Establishing Trust and Uncovering Values



8.7/10

Overall Session Score

Connecting:
9.30

My Values:
8.80

Strengths vs. Friction

Strengths (What Worked)	**Friction** (What Was Tricky)
Highly interactive, experiential vibe.	Resilience (7.64) and Leadership Brand (8.15) felt rushed.
Minimal reliance on PowerPoint.	Instructions for the "Algorithm" and Purpose Statement lacked clarity.
Trio formats immediately built psychological safety.	Participants struggled with the volume of content introduced on the very first day.

NotebookLM

Day 2: Actionable Frameworks and Practical Flow

ACCELERATING SMART GROWTH

next



Overall Session Score:
9.35/10

Coaching:
9.26

Connecting:
9.17

Feedback:
9.04

The Power of Practice

Participants praised the role play and real-time modeling. The shift from passive receiving to active testing was a major driver of the 9.35 score.

Expanding the Network

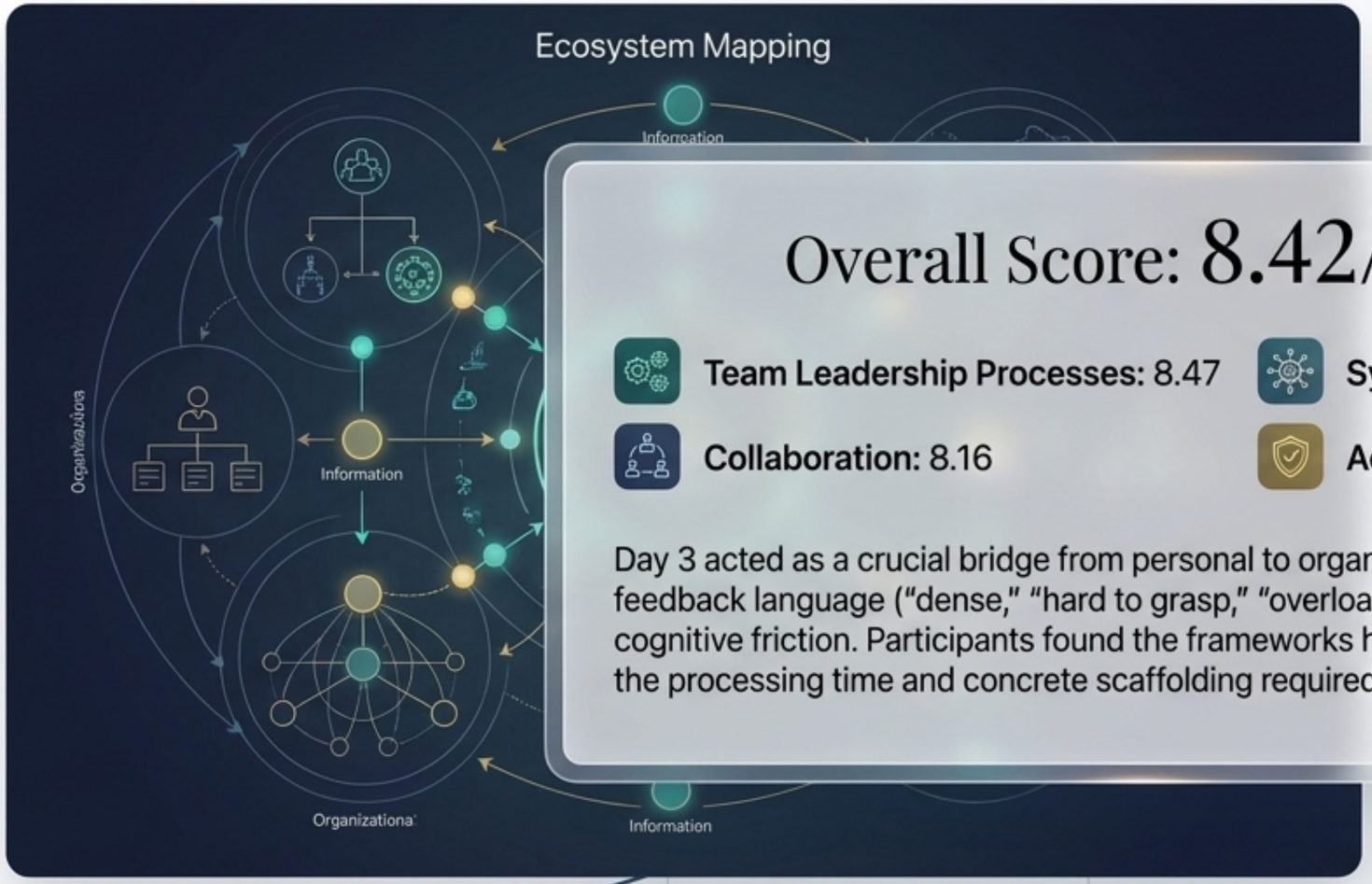
Rotating peer interactions beyond the fixed **Day 1 Trios** proved highly effective for cohort bonding.

The Complexity Gap

While Difficult Conversations scored well (8.83), qualitative feedback signaled a need for more nuanced scenarios involving upward feedback and supervisor power dynamics.

NotebookLM

Day 3: Navigating Systems and Cognitive Load



Overall Score: 8.42/10

- **Team Leadership Processes:** 8.47
- **Systems Thinking:** 7.89
- **Collaboration:** 8.16
- **Accountability:** 7.68

Day 3 acted as a crucial bridge from personal to organizational leadership. The feedback language ("dense," "hard to grasp," "overload") indicates high cognitive friction. Participants found the frameworks highly valuable but lacked the processing time and concrete scaffolding required to fully metabolize them.

Key Insight: The Scaffolding Deficit

Participants explicitly needed to see a concrete, completed systems map before being asked to construct their own.

NotebookLM

Day 4: Vulnerability and The Emotional Climax

Overall Day 4 Score: 9.53/10

Storytelling: 9.79/10

100% of participants rated Storytelling a 9 or 10.

The Paradox of Safety

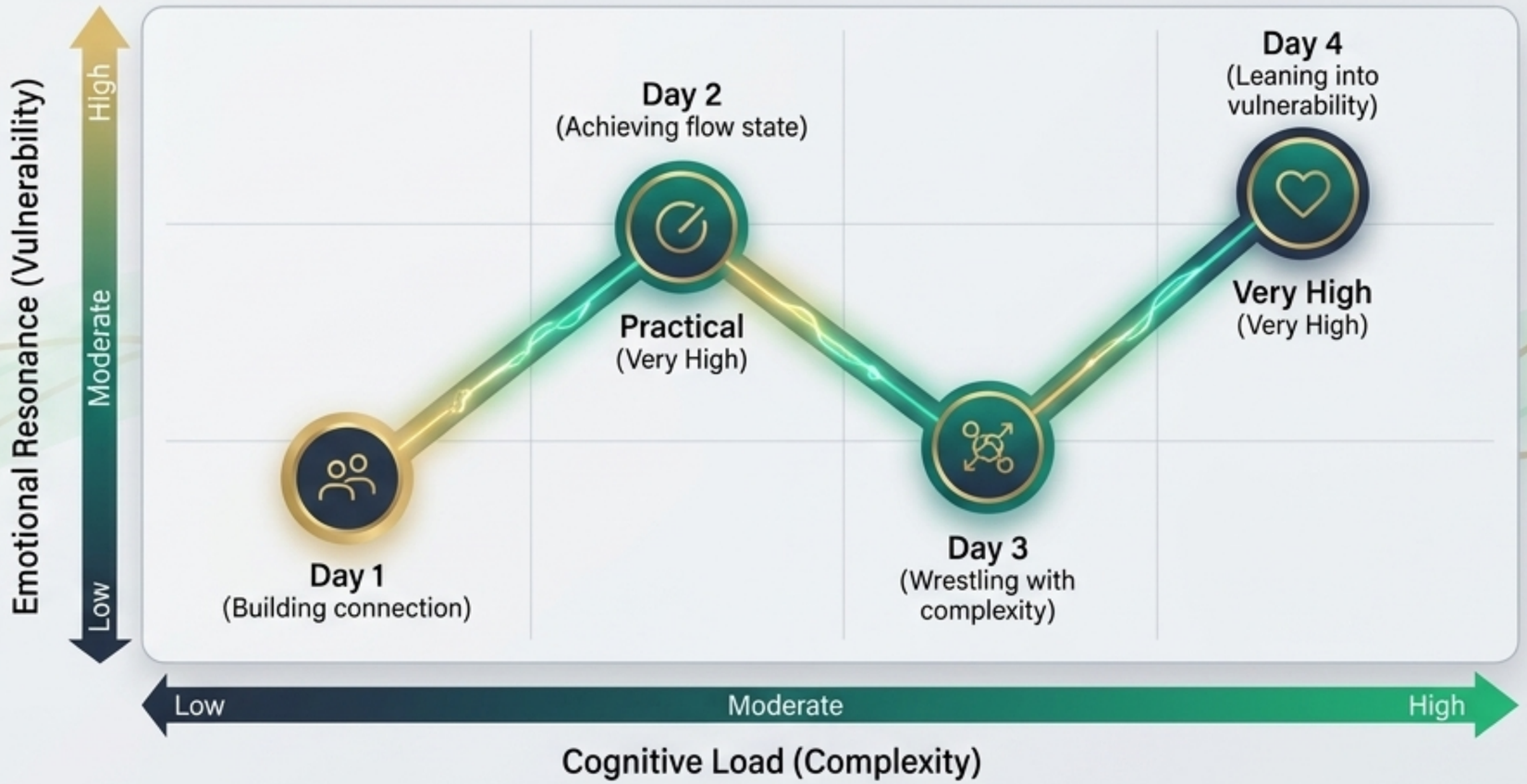
The qualitative data reveals a vital tension—participants found the **public speaking deeply uncomfortable, yet felt completely safe.**

The iterative structure (draft, feedback, revise, present) built immense confidence.

> Storytelling wasn't just a communication exercise; it was the mechanism that strengthened relationships, trust, and community across the entire cohort.

next
NotebookLM

Tracking the Psychological Rhythm of the Cohort



The data reveals a sophisticated program rhythm. The design successfully prevented participant burnout by alternating between practical skill-building, intense cognitive stretching, and profound emotional release.

NotebookLM

The Facilitation Engine: Four Complementary Superpowers

Patricia

9.74

The Grounded Anchor

Calm, intelligent, and deeply credible. Masterful at modeling vulnerability through personal storytelling.

Jason

9.68

The Energetic Catalyst

Direct and clear. Exceptional at providing concise, big-picture feedback that drives decisive, rapid improvements.

Andre

9.74

The Passionate Connector

High energy, emotional presence, and humor. Drives engagement and cohort cohesion.

Caroline

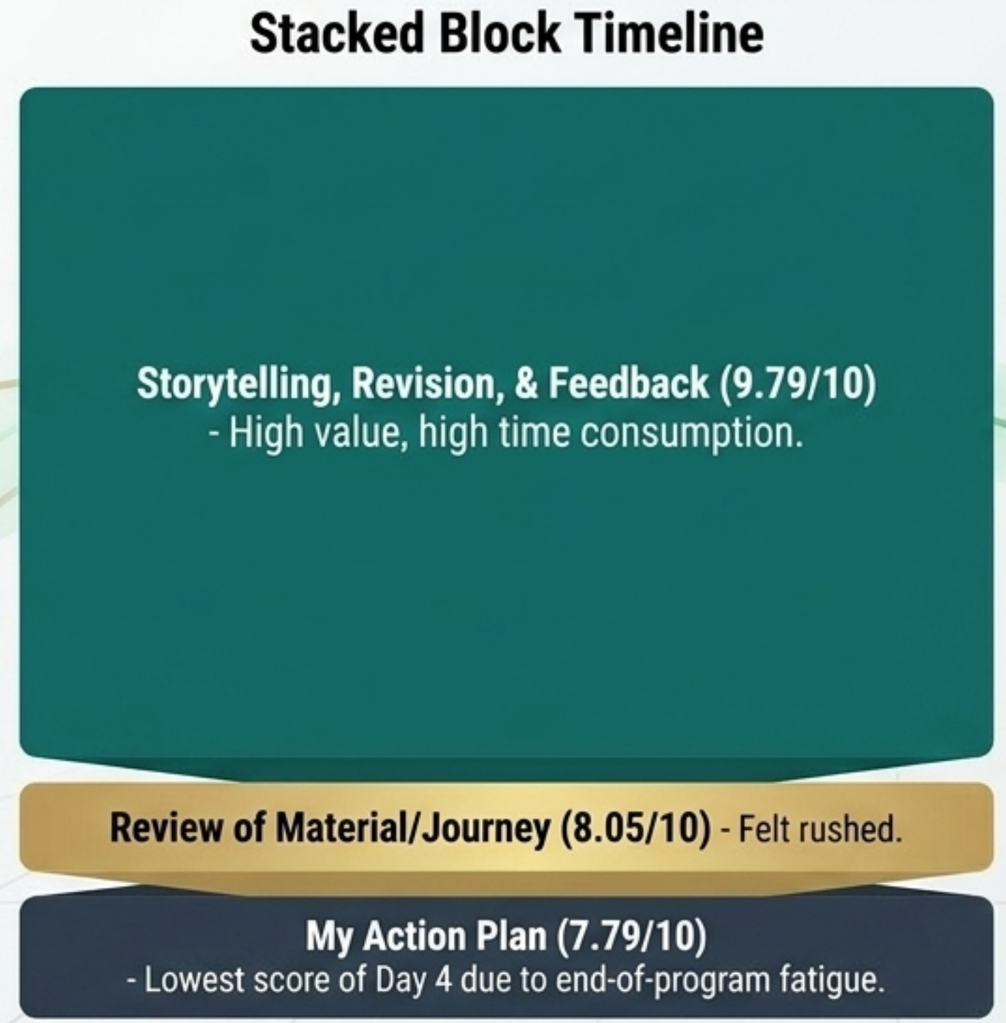
9.47

The Creative Spark

Inspiring and structured. Provides vital alternative frameworks for public speaking and breaking away from the script.

next
NotebookLM

The Friction Point: When Deep Work Crowds Out Integration



The lower scores for the Action Plan do not reflect a rejection of the tool, but **a deficit of cognitive and emotional energy**.

The massive success and necessary time allocation of **Storytelling** simply left insufficient space for long-term organizational planning.

next
NotebookLM

Evolution: Contextualizing for Diverse Organizational Realities

Core Leadership Frameworks

Coaching, Systems, Influence

Small Non-Profits

Needs scenarios focusing on operational leadership, limited resources, and wearing multiple hats.

Large Organizations

Needs scenarios focusing on inter-agency collaboration, dedicated team processes, and scaling culture.

Governance Dynamics

Needs explicit scenarios on "managing upwards," board relationships, and navigating positional authority.

To push the 'Consistency in Delivery' score (8.21) higher, V2 must move beyond idealized peer-to-peer scenarios and directly address the complex power dynamics unique to non-profit scale and governance.

next
NotebookLM

Strategic Recommendations for Version 2.0

Institute Day 5 (The Integration Phase)

Extract the Action Plan and Program Review from Day 4. Create a dedicated follow-up session strictly for organizational planning, peer accountability, and cementing the cohort network.

Scaffold Systemic Complexity

Pre-load Day 3 with concrete, completed ecosystem maps before asking participants to build their own. Ensure ample time for Q&A when translating concepts to organizational reality.

Diffuse Resilience

Remove Resilience from the crowded Day 1 agenda. Integrate it as an ongoing, daily practice woven throughout the entire program, linking it directly to the emotional load of each day.

NotebookLM

Sustaining the Transformation

Igniting Personal and Professional Transformation: 9.16/10

The Next Leadership Program achieved exactly what it set out to do. It did not merely deliver a curriculum of discrete management skills; it fundamentally elevated the personal leadership brand of its participants, forged an enduring **community of non-profit** leaders, and created a definitive blueprint for accelerating smart growth.

next
ACCELERATING SMART GROWTH
NotebookLM