

## AALDP IS MAKING A DIFFERENCE IN OUR COMMUNITY

United Way's African American Leadership Development Program (AALDP) is a unique development program that identifies, trains, and promotes the placement of African Americans in policy-making positions of community organizations in the Greater Rochester area.

Since the program began in 1992, AALDP has provided a much-needed service to our community that ensures Greater Rochester is tapping the full potential of our African American community.

Graduates of United Way's AALDP are exposed to an array of current topics and issues aimed at strengthening the individual and collective voice of African Americans in our community.

## AALDP MISSION

The African American Leadership Development Program increases the number and broadens the participation of African Americans in leadership roles in the Greater Rochester community.

## AALDP VISION

To be the premier leadership development program that positively impacts the community through the activities of our participants.



AALDP thanks Eastman Kodak Company for sponsoring this brochure



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## UNITED WAY'S AFRICAN AMERICAN LEADERSHIP DEVELOPMENT PROGRAM



## AALDP CURRICULUM

The AALDP consists of 10 full day sessions that include a series of learning modules and a diversity forum with the Latino Leadership Development Program. Curriculum includes, but is not limited to:

- Your role as a servant leader
- Developing a personal leadership plan
- Accelerated networking
- Spirituality and leadership
- Communication and leadership
- Decision-making and conflict resolution
- Historical African American leadership
- Demographics, economics, politics, and race
- Key responsibilities of board members
- Philanthropy and endowment building in the African American community

## AALDP SELECTION PROCESS

- Anyone can apply, or an organization can nominate an African American candidate
- Selection will be based on potential involvement in the community as a leader

## AALDP PROGRAM REQUIREMENTS

- Must be 18 years old and live in the Greater Rochester area
- Attend our program orientation and all classroom sessions
- Use the AALDP training to expand your role as a community leader by serving on a board, committee or community project following completion of the program

All interested applicants must submit a completed application. Candidates selected for consideration will participate in a selection interview process. All candidates will be notified in writing of the selection committee's final decision. A minimal fee will apply to all participants.

## AALDP HISTORY

February 1991 – United Way of Greater Rochester creates a new leadership training program for African Americans in Greater Rochester

September 1992- The African American Leadership Development Program begins its first class

Today – United Way's African American Leadership Development Program is regarded as one of the premier leadership programs in New York State

## AALDP CONTACT INFORMATION

To obtain an application form, please:

- Visit our web site at [www.uwrochester.org/Web\\_About/About\\_AALDP.aspx](http://www.uwrochester.org/Web_About/About_AALDP.aspx)
- Call United Way's AALDP coordinator at (585) 242-6556

### EMPLOYER BENEFITS

- Improves the leadership, presentation, and communication skills of your employees
- Develops leaders to drive business results
- Strengthens the relationship between Rochester employers and the community at large
- Heightens awareness of the African American culture and special concerns to reach this growing, influential consumer base

### PARTICIPANT BENEFITS

- Develops critical leadership and communication skills
- Strengthens the Rochester community for African Americans
- Increases knowledge of community issues and how to work within the system to affect positive change
- Expands contacts through networking

### COMMUNITY BENEFITS

- Receives a pool of trained volunteers and leaders capable of responding to its needs
- Alumni volunteers who work to build a healthy future for our community

### CIVIC AND POLICYMAKING ORGANIZATIONS BENEFITS

- Diversifies boards and community groups
- Improves agency programs and service delivery
- Provides insight and understanding of Rochester's African American community