



THIS CAPACITY-BUILDING LEADERSHIP PROGRAM COMBATS ISOLATION AND LIMITED DEVELOPMENT FOR NONPROFIT LEADERS SERVING SCHAUMBURG TOWNSHIP RESIDENTS. THROUGH PARTNER BUILDING, COLLABORATIVE PROBLEM-SOLVING, AND KNOWLEDGE EXCHANGE, PARTNERS GAIN A POWERFUL PEER NETWORK TO FIND RESOURCES, SHARPEN SKILLS, SHARE INSIGHTS, AND ACHIEVE GOALS.

### PARTICIPATING PARTNERS

Clearbrook  
Life Span  
Little City

GiGi's Playhouse  
Hopeful Beginnings of St. Mary's  
Ray Graham Association

The SHARE Program  
The Bridge Youth & Family Services  
WINGS Program

#### PARTNERS CURRENT CHALLENGES

- Isolation and limited external connections
- Time constraints and overload impacting coordination
- Development gaps and need for skills training
- Self-doubt and confidence issues affecting advancement potential
- Operational challenges: transitions, funding cuts, workspace limitations

#### PARTNERS DESIRED OUTCOMES

- Build peer networks and enhance collaboration
- Overcome barriers to knowledge exchange and resource sharing
- Gain confidence through professional support
- Space for problem-solving and trust-building
- Receive support for addressing agency challenges

### PROGRAM IMPACT & KEY LEARNINGS



#### Peer Support & Collaborative Problem-Solving

Partners actively engage in group discussions to brainstorm innovative solutions for shared challenges, creating a crucial space for unbiased input from peers.



#### Expanded Network & Resources

The forum successfully connects leaders, increasing awareness of available resources and practical strategies. External connections help with change management.



#### Coaching for Accountability & Goals

Individual coaching helps partners discuss struggles, receive feedback, create goals, and stay accountable through ongoing support.



#### Growth Mindset & Resilient Leadership

Partners develop a proactive approach, elevating young teams and reframing challenges: "It's not that I can't do this; I just haven't encountered it before."



#### Self-Care & Boundary Setting

Implementing micro self-care habits and setting boundaries are crucial for managing stress and preventing burnout in demanding roles.



#### Practical Tools & Best Practices

Exchange of concrete tools: document management systems, automation, legislative updates, and learning from other agencies' best practices.

*"I really appreciate the openness to discuss my struggles or challenges at work or with employees. It has been very beneficial having a non-biased person to run ideas and concerns by."*

### MIDWAY SURVEY RESULTS

<b>4.8/5</b> Overall Satisfaction Score	<b>80%</b> Coaching "Very Valuable"	<b>4.4/5</b> Growth Relevance	<b>4.8/5</b> Confidence Boosting
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This peer learning model provides a safe space for partners to gain support, share insights, and develop leadership skills. **GROUP FORUMS:** Professional development topics, partner consultations, facilitated problem-solving, goal setting, and rotating site visits to expand network knowledge. **COACHING:** Provide targeted support to progress toward objectives.

## HOW THIS PROGRAM BENEFITS TOWNSHIP RESIDENTS

### Improved Service Delivery

By boosting professional development, promoting collaborative problem-solving, and increasing resource awareness, agencies significantly enhance the quality and reach of their services to residents.

### Stronger "Wrap Around" Connections

Emphasizing external peer connections leads to increased collaboration among agencies, creating a unified community response to critical issues like mental health, adoption, disability support, and substance use disorder treatment.

### Sustainable Agencies

Addressing challenges like funding threats and leadership transitions helps ensure the long-term sustainability of vital nonprofit organizations, providing consistent and reliable support to the community.

### Enhanced Well-being of Leaders

Focusing on self-care and work-life balance helps prevent burnout among leaders, ensuring they can continue their critical work with sustained passion and effectiveness.

## CHALLENGES WE TACKLED TOGETHER

### Leadership Transition & Role Definition

**CHALLENGE** Lack of defined roles at the supervisory level with director retiring, causing chaotic meetings and uncertainty.

**SOLUTION** Created job descriptions, clarified responsibilities, and aligned roles with individual strengths.

### Imposter Syndrome & Self-Doubt in New Leadership Roles

**CHALLENGE** Managing imposter syndrome and self-doubt when transitioning into new leadership positions.

**SOLUTION** Leveraged regular team check-ins, built strategic partnerships, and practiced self-reflection techniques.

### Maintaining Motivation Amidst External Pressures

**CHALLENGE** Sustaining motivation through tough state contracts and navigating uncharted waters in job placements.

**SOLUTION** Workload management strategies, team support systems, self-care boundaries, and celebrating team successes.

### Weak External Peer Connections

**CHALLENGE** Inconsistent information sharing and unawareness of resources, causing stress and impacting service delivery.

**SOLUTION** Shifted to a mindset of connection over competition, and made community outreach a priority.

*"Being able to speak with a coach about what matters and how to achieve goals that will help me to be successful as a leader."*

