



Cleveland Bridge Builders Leadership Action Project (LAP) Tips and Expectations

PROPOSAL TIPS

The primary measure of whether a LAP proposal is worthy of consideration is the opportunity it provides CBB team members to grow from the experience. How will the project enable them to meet new people, experience a new environment, learn to manage a project and have impact on an organization?

In addition, a successful LAP proposal:

- Has a definite objective that can be achieved in approximately six-months, but is flexible enough to be adjusted if other directions emerge. The deliverable may change, may take longer or may not be realistic; the path will become clear because of open communication during the process.
- Strategically impacts the organization and its bottom line.
- Does not focus exclusively on fundraising. While fundraising may be a part of the project, team members are not to serve as development personnel.
- Is in the organization's budget if funds are needed to bring it to reality. The LAP team is not expected to pay for anything.

EXPECTATIONS

LAP Champions are expected to:

- Attend meetings and sessions.
- Discuss with your team roles and responsibilities.
- Treat the group as a team of dedicated and passionate community leaders who work for your organization in exchange for a learning opportunity. They are not staff or volunteers, and the project is designed to facilitate their learning.
- Commit to engage a learning community to help move your project forward while following the outlined process.
- Give your time, and be responsive and flexible.
- Understand how your work style will impact the learning process. Consider how you may need to change to fit with process-oriented learning.
- Maintain contact with the CBB Program Director for any questions, ideas or suggestions.
- Check in and encourage the team, but allow them to drive the process and take ownership and provide leadership.

Nonprofits proposing LAPs can expect that CBB class members will:

- Work toward a tangible deliverable at the end of the program year (June, 2017), unless throughout the course of the experience, it is mutually decided that this may not be feasible.
- Use this as a growth and developmental opportunity.
- Be responsible for the final outcome – be ready to take initiative and move on it.
- Take the lead and find ownership for the project; ownership is a test of success.
- Be creative and innovative and avoid defaulting to conventional ways of doing things.

Nonprofits and CBB participants can expect CBB to:

- Include one hour of class time devoted to LAPs at each of the five CBB session days.
- Monitor progress to ensure projects run as smoothly as possible, and provide support and intervention as needed, including connections with past champions.
- Provide skills training and debriefing to the participants.