

The InVision Executive Circle:

Where Peers, Process and Place Transform Leadership

ARE YOU A NON-PROFIT ED OR CEO who faces increasing demands to grow funding, deal with political instability, address increasing client needs, lead an evermore complex workforce and fight overwhelm? Come join Executive Circle.



In choosing the location of our gatherings, we make sure the space nourishes body, mind, and spirit.

Imagine leaving concrete buildings and urban congestion, exhaling as you pass rolling hills and knowing you're about to find a welcoming group of peers. Imagine learning in a peaceful place with farm-fresh food and lovely surroundings. These are yours over three, two-day retreats throughout a year of Executive Circle. Your program includes expertly guided conversations, deep reflection and valuable learning. You will leave more rested, with new professional resources and a powerful group of trusted peers.

Executive leaders of nonprofits, from the arts and those addressing homelessness, hunger, health, education and youth are all drawn to this unique format. They come to renew, learn to meet leadership challenges in new ways, and most importantly, help each other tackle the demands of leading well.

Invision's Executive Circle has inspired and equipped hundreds of leaders over more than a dozen years. Convening in small groups of 12 to 14, they learn our five key elements: The Power of Community, Place, Circle, Change and Support.

THE POWER OF COMMUNITY

Working with the right people can create amazing results. Benjamin Franklin formed a club of twelve diverse professionals who brought a strong desire for self-improvement and committed to lead projects that would help others. From 1727, for 38 years, the group discussed business, politics, morals, and philosophy. Together, they created the Pennsylvania Hospital, the University of Pennsylvania, the Union Fire Company, and the first lending library, and volunteer militia.

Like Franklin, Executive Circle chooses members carefully. Members come from nonprofit organizations largely from the DC metropolitan area. They lead organizations with budgets between \$2.5M and \$90M. They all commit to improving their leadership, strengthening interpersonal and board relationships, and expanding their strategic impact without sacrificing their well-being. They are driven by a common passion to serve their patrons, clients, and members.

All commit to confidentiality, being vulnerable and sharing real struggles. Circle participants continue on year after year, some have been attending for seven years from when they first claimed their place in the Circle.

THE POWER OF PLACE

Where Connections Transform Leadership

Executive Circle meets in a peaceful country inn, manor house, or lodge. You can expect comfort: a warm welcome, lovely, inviting meeting rooms, walks in nature, refreshing sleep in a beautiful room and exceptional dining options. The place invites you to relax, explore nature, have authentic conversations, reflect deeply, and gain valuable new understanding of yourself, your leadership and your organization.

Members gather three times a year for two-day retreats. Meetings are not so frequent that they become burdensome but rather, allow members to maintain the continuity of what they are learning and deepen connections over time.

As a result of Coronavirus, we are meeting on Zoom, which has sustained the quality of the conversations and connections.

THE POWER OF THE CIRCLE

Executive Circle won't give you a teacher standing in front of the room lecturing at you. You will discover and practice new leadership skills in a safe, supportive circle of encouraging peers. You will integrate and embody those skills to raise your effectiveness.

Every person takes an active role. Everyone contributes knowledge and experience. Members suggest topics that provoke discussion and explorations to solve real problems they face. The facilitators adds leading-edge models and activities that enrich discussions and strengthen participants' leadership skills.



THE POWER OF CHANGE

According to John Seely Brown, co-chair of Deloitte Center for Edge Innovation, a key to excelling is to drop what you think you know, so you can embrace new ideas and ways of doing things. Brown says you have to “unlearn” some habits and beliefs.

Executive Circle helps you explore and let go of outdated, unhelpful, and often, unconscious habits and beliefs about relating, and leading. You will make choices to produce powerful outcomes for yourself and your organization. Tammy Lally’s book, *Money Detox*, helped members explore longstanding beliefs about money and how those beliefs guided their choices for managing their organizations’ budgets. Paul Public Charter School CEO Dr. Tracy Wright said the work gave her transformative insights about how she manages the school’s budget. “My old fears of not meeting obligations caused me to keep more reserves than we needed. Instead of sitting there, the money could be used for things that were really needed, like teacher training or supplies. I now better maximize the money we have.”

Your group will help choose the topics that your Executive Circle addresses. You will explore and expand your contributions using a kind, supported and powerful approach to be more effective and energized.

Real work is accomplished, coalitions are formed to take on weighty issues, partnerships are generated to grow programming, alliances are bolstered to expand impact.

THE POWER OF SUPPORT

Feeling alone? According to the Harvard Business Review, 61% of leaders believe loneliness hampers their jobs as they answer to boards, employees, and stakeholders with insufficient support.

For you to serve your causes and people well, you must choose to prioritize time for ongoing development and self-care. At Executive Circle you will find a mutually supportive network of peers who can encourage your wellbeing and success. You can build friendships among skillful peers you trust to hold you accountable, pick you up when you fall behind, offer you creative ideas to combat burnout and innovate ways to build your business.

Are You Ready?

- Are you:
- A top Executive (CEO, ED or President)?
-
- Ready to authentically share common problems or struggles?
-
- Someone with a strong desire to learn and to implement change?
-
- Willing to be vulnerable and open to feedback?
-
- Ready to honor confidentiality, be curious and listen deeply?

Executive Circle for NONPROFIT LEADERS

Give yourself the support you need and deserve. To learn more contact us at: heather@invisionllc.com or visit www.invisionllc.com or 202 450 1213.

IN LEADING EXECUTIVE CIRCLE groups over the past seven years it has become evident that this method of learning and support has been instrumental in helping leaders thrive in their roles. In asking participants of Executive Circle why the retreats have been so helpful to them as leaders, they have said:

“Heather is responsive to our input and suggestions. She gives us a prompt to react to and lets the group take it where it goes. The group can dive deep and she trusts us to do that.”

SCHROEDER STRIBLING
N Street Village

“This is a safe space where you can slow down and think... You need to find time when you’re not in reactive mode and can take a break to see what you’re doing and how’s it’s working.”

DON BLANCHON
Whitman Walker Health

“The power of the changes I have experienced has changed the way I use the power that I hold.”

HENRY BERMAN
Exponent Philanthropy

“Part of Executive Circle’s role has been to equip me to deal with the challenges I face. I carry myself in a different manner because of the training and what I’ve gotten from the group.”

SHANNON STEENE
Carpenter’s Shelter

“The other people in the group are interesting and accomplished and I learn a lot from them. What’s most important is that you can say whatever you need to say. Things you can’t say to staff, or the board. The people in the group understand immediately. They get what your facing.”

SUZANNE LAPORTE
Compass DC