

# LR SIGNATURE PROGRAM GUIDE



**LEADERSHIP**  
ROCHESTER

### ***Founded by Leaders, for Leaders***

Since its inception, Leadership Rochester's board has represented a cross-section of leadership organizations in our community.

#### *Founding Sponsors (1992):*

- City of Rochester
- County of Monroe
- Greater Rochester Chamber of Commerce
- Industrial Management Council
- Junior League of Rochester
- Rochester Labor Council
- St John Fisher College
- United Way of Greater Rochester
- Urban League of Greater Rochester

#### *Founding Board Member Organizations (1992):*

- Bausch & Lomb, Inc.
- Career Development Service
- Eastman Kodak
- Industrial Management Council
- Junior League of Rochester
- Monroe County Legislature
- Monroe County Staff
- Print It! Inc
- Puerto Rican Youth Development
- Rochester Area Multiple Sclerosis
- Rochester City Council
- Rochester City School District
- Rochester Labor Council
- Rochester Gas & Electric
- Rochester Police Department
- Rochester Telephone Corporation
- St John Fisher College
- St. Joseph's Villa
- United Way of Greater Rochester
- Urban League of Greater Rochester

#### *Sampling of our recent Board Members Organizations:*

- 13WHAM
- Gallina Development
- Coordinated Care Services Inc.
- Excellus BlueCross BlueShield
- ESL Federal Credit Union
- St John Fisher College
- Hillside Family of Agencies
- University of Rochester Medical Ctr.
- City of Rochester
- Nixon Peabody LLP.
- Rochester Institute of Technology
- Monroe County Legislature
- And many more...

## ***Our Mission***

*We inspire, connect, and educate a vibrant, diverse network of individuals who will provide leadership to transform and strengthen our Greater Rochester Region.*

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### **Program Format**

Each year, individuals are chosen from a selective application and interview process to participate in this exceptional experiential community-focused leadership program. Participants immerse themselves in key community systems and issues. Program days are held at different sites each month and members participate in small group tours at various community sites related to each month's focus areas. Hands-on activities change monthly, as does the roster of relevant community leaders that offer their insights on a 360-degree view of the topic at hand. This program brings leaders together to learn about our strengths and the most current critical issues affecting our community.

### **Program Goals**

The goal of the Leadership Rochester program is to take business and organizational leaders above and beyond within their organizations and community. At Leadership Rochester we go beyond personal leadership development and prepare participants for community leadership in the greater Rochester community.

Our goals are:

- To engage and cultivate civic leadership in those who represent a cross-section of business, industry, education, non-profit, and government organizations
- To develop a better understanding of what it means to be a community leader
- To develop a deeper understanding of economic and social challenges in the community
- To learn about assets and resources strengthening the community
- To create an environment where class members forge a strong bond and learn to approach challenges creatively using their collective talents and experiences

### **Employer Benefits**

- Strengthens the organization's connection and participation in community affairs
- Develops employees with increased organizational, leadership and problem-solving skills
- Gives companies new access to a network of community leaders and resources
- Increases name recognition for the sponsoring employer organization
- Gives companies new insights into the challenges and opportunities in the Rochester community and how the organization may strengthen their community.

## **Community Benefits**

- Develops a committed, knowledgeable group of people that are prepared to be leaders in the community
- Results in expanded community involvement by the participants
- Instills a greater appreciation for the current challenges and strengths of the community
- Encourages creative partnerships and initiatives between public & private sectors

## **Participant Benefits**

- Increased awareness of one's own individual leadership style
- An unparalleled opportunity to network with community and corporate leaders
- Opportunity to enhance one's leadership and interpersonal skills
- Greater understanding of the community
- Opportunities to make a difference in the Rochester area
- Exposes the value of diverse perspectives and experiences and the creativity that results
- Ability to apply this broadened perspective to one's daily personal and professional roles.

**Leadership Rochester cohorts represent very diverse types of leaders across the community. Those individuals who may be a good fit for this program:** (May fit any of the following.)

- Established professionals who want to grow their servant leadership mindset and positively strengthen our community.
- Mid to Upper Level Professional in the Business, Nonprofit, or Government Sectors
- Hold a position that is external facing or has an influential role in the community.
- New executives to the area who need an immersive understanding of Rochester.
- Individuals who hold Volunteer Board Positions in the Region.
- Business, Community, or Neighborhood Influencers
- Individuals Interested in increasing connection with local government or holding elective office.

## **Sample Professional Titles in Our Program** (Not All Inclusive):

Directors, Associate Directors, Vice Presidents, Assistant Vice Presidents, Managers, Counsel, Chief Operating Officers, Chief Executive Officers, Chief Communications Officers, Executive Directors, Development Directors, Senior Analysts, Sergeants, Commanders, etc.

### **What can participants expect?**

The program is launched with a two-day retreat encompassing team building, class member introductions, and community exploration experiences that will begin to show the scope of issues that will be addressed throughout the upcoming year. The retreat is followed by monthly full-day program sessions. Each day is held at different sites across Rochester where members hear directly from community leaders and key stakeholders about our most critical community leadership issues. Most program days members engage in team field trips to explore various community sites related to our learning focus. Due to the nature of our learning, the actual speakers and experience differs from year to year based on the most current leadership issues.

### **Leadership Rochester 2023-2024 Program Dates (tentatively scheduled):**

Fridays 8 am -5 pm unless otherwise noted

- September 21-21\* (Thurs & Friday)
- October 13
- November 17
- December 8
- January 13 (Virtual)
- February 8-9\* (Thurs & Friday)
- March 8
- April 5
- May 10
- June 7

\* *Mandatory attendance for all class members.*

- *Program days may flex if K-12 school break schedules conflict.*
- *Leadership Rochester values the health and safety of its participants. Due to the fluid situation surrounding COVID-19, the Leadership Rochester signature program may be subject to change. We work hard to ensure our programs are held in-person at locations across the community.*

### **Additional Experiences:**

In addition to the above program dates, class members have access to many outside educational and networking opportunities during their program experience that can greatly enhance the overall impact of the program. These events are optional, and participants can choose what works for their calendar. However, participants are expected to find time to attend at least three opportunities. These include such things as court visits, meetings with local officials, police ride-alongs, class service events, community events, and more.

### **Service Leadership in Action**

Class members will design and lead a service initiative in the community as part of their LR experience. Participants can also expect to take on experiential leadership roles in their cohort class throughout the year. Some roles may be temporary for one class day, while others may run the entire year.

## **Intensity and Time Commitment**

At Leadership Rochester we value each participant's time and our class time together. Our class members and community leaders are busy people. We understand. That is why we make the most of our time together and pack a lot into our days. Participants are asked to attend all program days in full. Participants who miss more than two of them may be removed from the program.

## ***Sample Program Days***

### **Get Grounded Day**

Get Grounded Day is focused on educating class participants on the overall issues facing the greater Rochester area. Participants will be involved in a "hands-on" road rally, providing an appreciation for the cultural and economic forces that impact daily life in the neighborhoods of greater Rochester and Monroe County. Teams visit with local community leaders and residents.

### **Who Takes Care of Whom Day**

This day is focused on the human services side of our community. Participants hear from various providers of human services and can experience how the system works from a client's perspective. Program Day leaders in the past included Dennis Richardson (President and CEO of Hillside Family of Agencies), Chris Hilderbrant (Director of Community Advocacy at the Center for Disability Rights) and leaders of Sanctuary House, East House, Francis Center, Genesis House, Huether Doyle, Open Door Mission, Sojourner House, Women's Place, and more.

### **Education Day**

Education Day is focused on identifying and exploring the diverse challenges facing students and their barriers to academic success and self-sufficiency. Participants examine how daily challenges facing students impact the school's ability to deliver effective education. Past participants included Dr Carmine (Superintendent of Rochester City Schools) Dr. Kevin McGowan (Superintendent Brighton, and President of National Board of School Supervisors), Dr Ruth Turner, (Past NYS Regent), Adam Urbanski (President, Rochester Teachers Association), Dr Michael Pero (Superintendent of Pittsford), Peter Murphy (Director of Policy, NYS Charter Schools Association), Wade Norwood (Regent NY State), Keri Neathawk (Past Principal, Mary Cariola).

### **Building Common Ground Day**

Building Common Ground Day examines diversity and inclusion as part of community dynamics. Participants are challenged to examine their own beliefs and attitudes, gaining insight into how they impact their own behaviors. A panel discussion comprised of Rochester leaders with various diversity challenges lead an informative, emotional discussion. Past speakers have included Dr. Keith Jenkins (Vice President for Diversity and Inclusion at RIT), Rick DeJesus-Reuff (Vice President, St John Fisher), Keshia Carter (Chief Diversity Officer at CCSI), Michelle Hutchinson (Partner, Brown Hutchinson), Willie Lightfoot (LR '07 alum, as well as Monroe County Legislator and Rochester firefighter), Gap Mangione (Musician), Constance Mitchell (first African American representative of the Monroe County Legislature), Darryl Porter (former Asst. to the Mayor, City of Rochester).

### Justice for All/Public Safety Day

Justice for All day offers a unique experience whereby the participants see the justice system from numerous perspectives. Participants are offered the opportunity to ride-along with the police or sheriff departments, visit the 911 Emergency Call Center for Monroe County, and participate in a simulated judgment shooting. Program Day leaders have included Monroe County Sheriff Todd Baxter, Rochester Police Chiefs, District Attorney Sandra Doorley, Monroe County Public Defender, NYS Supreme Court Justice, Police Accountability Board advocates, Attorney General's Office leaders, etc.

### Economic Development Day

Economic Development Day is focused on the strengths and challenges facing the Rochester economy. Participants hear from local business owners in addition to organizations tasked with growing the local economy. Some program day speakers have included Matt Hurlbutt (Greater Rochester Enterprise), Robert Duffy (LR '92 alum and CEO Greater Rochester Chamber of Commerce), Laura Fox O'Sullivan (NYS Finger Lakes Economic Development Council), Heidi Zimmer-Meyer (Rochester Downtown Development Council), Dana Miller (Commissioner of Neighborhood and Business Development); Congressman Joe Morelle, and Jack Marren (Chairman Ontario County Board of Supervisors).

### Health Care Day

This day educates class participants on the strengths and challenges facing the health care sector in Rochester. Panelists share views across a broad range of subjects from prescription drug costs to the Affordable Care Act, community health initiatives and inequities within the healthcare system. Program Day leaders have included Anne Marie Cook, CEO LifeSpan, Mark Cronin (COO, Accountable Health Partners at UR), Dr. Brad Berk (past President, University of Rochester Medical Center, Dr. Bridgette Wiefeling (Senior Vice President, Rochester Regional Health), Wade Norwood (CEO, Common Ground Health), Anne Wilder, CEO CCSI, Carol Tegas Finger Lakes Performing Provider Systems, etc.

### Closing Program Day

The closing retreat is a day for reflection. The class spends quality time reflecting on the lessons learned from the focused sessions, discussing both immediately actionable plans and longer term "dreams" for community growth. Past speakers on this day have included the Mayor of Rochester, Monroe County Executive, City Council Legislator, Monroe County Legislator, Monroe County Clerk, Town Supervisors and more.

## ***Tuition***

Tuition is \$3,500 due by July 30, 2023. This cost is typically paid by the employer. Payment plans may be available in unique cases.

Estimated extra costs one may expect include \$30-40 for books, as well as \$50-70 for parking at different program day locations. Additionally, participants may choose to reserve a room at the hotel for the retreat for around \$150-\$300 (Post COVID these hotel stays have become optional).

## ***Scholarship Assistance***

Leadership Rochester is committed to providing a quality community leadership education experience for leaders and organizations from diverse backgrounds. Limited financial aid is available for organizations or individuals that require financial assistance.

## ***Nomination and Application Process:***

Nominate: To nominate an individual, please email [Nominate@LeadershipRochester.org](mailto:Nominate@LeadershipRochester.org). Please include the nominee's name, organization, and contact information (email address/phone).

Apply Online: <https://leadershiprochester.org/programs/signature-program/>

Selected candidates may expect to be invited for an interview with selection committee member.

## **Application Period: March – May 30**

### *Late applications*

*Some government employees in select divisions are affected by their budget calendars. They may apply late. Please contact us. [Nominate@leadershipRochester.org](mailto:Nominate@leadershipRochester.org)*

*In select cases, a high-level executive may move to our region and assume a role which is focused heavily on our community. (CEO's, Chief (SVP) Community Relations Officers, etc). Such cases may be considered late. Please contact us. [Nominate@LeadershipRochester.org](mailto:Nominate@LeadershipRochester.org).*

## **Leadership Rochester**

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Website: [www.LeadershipRochester.org](http://www.LeadershipRochester.org)



## Leadership Rochester Distinguished Alumni

**Hanif Abdul Wahid '95**, Community Advocate  
**Galin Brooks '23**, CEO, Roc Downtown Development Corp.  
**Kim Brumber '99**, Past CEO, East House  
**Stephanie Caffera '03**, Partner, Nixon Peabody LLP  
**Jeff Calkins '96**, CEO, Buffalo Arenas  
**Barbara Chirido '15**, Comptroller, Town of Penfield  
**Justin Copie '09**, Owner & CEO, Innovative Solutions  
**Maria Cristalli '01**, CEO, Hillside Family of Agencies  
**Paul Cypher '99**, President & CEO, CypherWorx  
**Donna Dedee '99**, President & CEO, School of the Holy Childhood  
**Rick DeJesus PhD '05**, Vice President Student Affairs & Diversity, St. John Fisher College  
**Christopher Dobson '20**, VP of Transportation, Rochester-Genesee Regional Transportation Authority  
**Bob Duffy '93**, President & CEO, Greater Rochester Chamber of Commerce  
**Daniel Duprey '06**, President & COO, Clark Patterson Lee  
**Erika Duthiers '08**, Asst. VP, Deputy General Counsel, RIT  
**Sady Fisher-Alvarez '17**, Vice President, Excellus BlueCross BlueShield  
**Herb Escher '12**, CEO, Dale Carnegie Rochester  
**Minister Clifford Florence '01**, Central Church of Christ  
**Rep. Jeff Gallihan '16**, NYS Assemblyman  
**Cindee Gray '04**, former Assistant VP, RIT-RGH Health System Alliance  
**Rod Green '05**, Regional Director, Hillside Work Scholarship  
**Kimberly Harding '20**, Partner, Nixon Peabody  
**Ron Harling '12**, Project Manager, Monroe County Jail  
**Jeffrey Harradine Esq. '20**, Partner, Ward Greenberg  
**Myra Henry EdD**, CEO YWCA Rochester  
**Ben Jacobs '20**, Editor, Rochester Business Journal  
**Chris Jagel '04**, CEO, Harris Beach LLP  
**Norman Jones '93**, Commissioner, City of Rochester  
**Ray Justice '94**, Past President, Buckman's Car Wash  
**Terra Keller '15**, COO, Foodlink  
**Tina Knapp '16**, VP of Operations, ESL Federal Credit Union  
**Patricia Davis Leo '01**, Executive Director, Florence M. Muller Foundation

**Willie Lightfoot, Jr. '07**, City Council Vice President  
**David Mammano '15**, Founder & CEO, Avanti Entrepreneur Group  
**Maya Temperley**, AVP RIT Government Relations  
**Amy Mills '18**, Deputy Director, 911 Communications  
**Darren Miller '14**, Partner, Nixon Peabody  
**Saul Maneiro '09**, Community Innovations Specialist  
**Faheem Masood '05**, CEO, ESL Federal Credit Union  
**Jack Marren '14**, Supervisor, Town of Victor  
**John Merklinger '01**, Fmr. Director, Monroe 911 Center  
**Patrick O'Flynn '92**, Fmr. Sheriff, Monroe County  
**Nydia Padilla-Rodriguez '08**, Director of Community Partnerships, Rochester City School District  
**Terry Youmans**, Senior Pastor, Church of Love  
**Michael Pero '11**, Superintendent, Pittsford Central Schools  
**Kathy Rayburn '15**, Executive Director, Victor Local Development Corp.  
**Annette Ramos '17**, Monroe Board of Elections  
**Nikisha Ridgeway '22**, CEO, Starbridge Inc  
**Scott Reardon '23**, CEO Founder, D3 Engineering  
**Fabian Rivera '16**, Chief, Macedon Police Department  
**Joseph Searles '08**, Corporate Director of Diversity & Inclusion, Excellus BlueCross BlueShield  
**Judy Seil '97**, Vice President, Five Star Bank  
**Jim Sheppard '05**, Monroe County Legislator, Ret. Chief Rochester Police Department  
**LaShunda Leslie-Smith '12**, Executive Director, Connected Communities  
**Jennifer Sommers '12**, Deputy Chief, New York State Attorney General's Office  
**Joseph Stefko '17**, President & CEO, ROC2025  
**Julia Tedesco '11**, President & CEO, Foodlink  
**Sherry Walker-Cowart '00**, former President & CEO, Center for Dispute Settlement  
**Anne Wilder '12**, CEO CCSI Inc.  
**Mike Wood**, Chief, Greece Police Dept