



2024-2025 RISE Urban Leadership Fellows Program Overview

The RISE Urban Leadership Fellows Program selects leaders with demonstrated capacity to bring impact and change to urban neighborhoods. RISE Fellows are offered the next phase of their development and training, enabling them to lead more effectively in the face of the complex, contentious, and seemingly intractable challenges present in their communities.

APPROACH TO LEADERSHIP DEVELOPMENT

The RISE Fellows Program uses an adaptive leadership approach that requires active engagement and deep reflection. The program focuses on the personal and professional development of each Fellow through intensive forums, development and implementation of a self-selected community project, and coaching and peer learning throughout the fellowship year.

Adaptive Leadership

The adaptive leadership approach was developed at Harvard's Kennedy School. This approach makes a fundamental distinction between technical problems and adaptive challenges. Technical problems are characterized as those for which there are known solutions that can be implemented. Adaptive challenges, however, can only be addressed through changes in people's priorities, beliefs, habits, and loyalties.

Understanding this distinction is a critical feature of the adaptive leadership approach, and thus, a distinguishing feature of the RISE Fellows Program from other leadership and training programs you may have participated in before or are familiar with. Simply put, the adaptive leadership approach is the practice of mobilizing people to tackle tough challenges and thrive.

PROGRAM STRUCTURE

Forums

The RISE Fellows Program has four (4) required intensive forums over the course of the program year. Each forum is three (3) days long.



Professionals with experience in community development, leadership, civic engagement, nonprofit management, counseling/psychology, and related fields are present at each forum.

These faculty, presenters, and consultants:

- Facilitate group process and dialogue;
- Conduct leadership development training;
- Build technical capacities for effective action;
- Offer professional mentoring/coaching; and,
- Work within an adaptive leadership framework.

Community Project & Technical Sessions

In addition to attending all forums, each Fellow is responsible for either enhancing or creating a project that addresses a very specific issue or need in an urban community of San Diego that they serve or aspire to serve. The program is structured to encourage fellows to draw on faculty, community leaders, and their cohort of fellows for learning and support as they develop and implement their community projects.

Three (3) required technical sessions to support the Fellows and their development of these projects are scheduled during the program year.

Cohort Engagement

Central to the RISE Fellows Program is a cohort model of learning. In addition to individual development, the aim is to help the entire fellowship class rise to an optimal level of excellence together. By selecting a dynamic and diverse class of fellows, the program aims to foster a learning environment that will enrich dialogue and the overall learning experience. RISE Fellows will explore collective leadership whereby each contributes to creating a whole that is greater than any one leader can foster alone.

Learning Objectives & Expectations

By participating in this program, RISE Fellows will learn how to:

- Become more effective leaders by working on their own personal and professional growth;
- Develop projects that bring innovative and creative approaches to urban issues; and,
- Create sustainable networks of action with other RISE Fellows and allies across the region and beyond.

As a participant in this program, RISE Fellows will be expected to be open to:

- Differences of views and perspectives among their cohort, faculty, presenters, and coaches; and,
- Vulnerability and challenging of one's own notions on leadership and civic engagement.



ADMINISTRATION AND FACULTY

Our 2024 program leads are:

- Dominic Porter, Executive Director, RISE San Diego
- Leah Goodwin
- Azadeh Davari, PhD

Faculty

A core faculty of PhDs and professional consultants with a wealth of expertise in leadership studies and community change will work hand-in-hand with fellows every step of the way in grasping and growing from the program's adaptive change leadership approach.

CONTACT OUR TEAM

Please reach out to fellows@risesandiego.org with any questions about the RISE Urban Leadership Fellows Program.