



Leadership Institute
OF ACADIANA

Strategic Plan 2024-2026

Adopted November 2, 2023



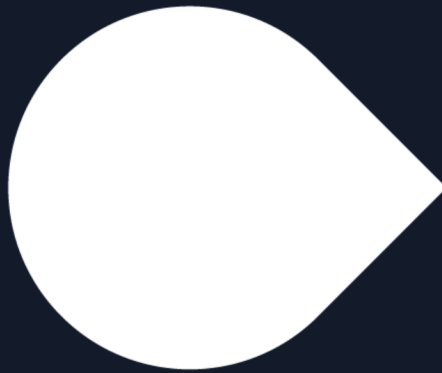
2030 Vision

Building on the past 30 years as our strong foundation, LIA will strategically and sustainably expand our reach to more leaders through new, innovative programs and initiatives.

LIA will continue to be the partner-of-choice in leadership development by preparing a robust network of leaders who work collaboratively to build a thriving, equitable region.

Measuring Success

To account for success, LIA must develop a baseline that it can aspire to grow from. The focus of the Strategic Plan 2024 - 2026 is to create a basis for measurement. Evolving from the Strategic Plan 2021-2023, this streamlined version will include indicators of not only the success of the organization, but also its fiscal and structural health.



The Process

In 2023, the LIA Board of Directors convened a Strategic Planning Committee, chaired by Kevin Guillory. Throughout a 6-month engagement process with program alumni and community stakeholders, members of the committee facilitated round-tables and surveyed the LIA network to measure progress against our strategic goals. This identified additional opportunities for long-range focus as expressed in this presentation.



Convene Steering Committee.



Identify LIA's strengths.



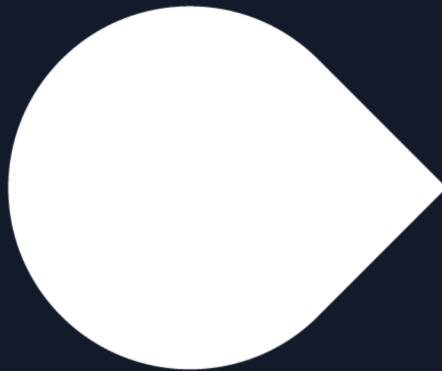
Streamline, review, and revise.



Obtain stakeholder feedback.



Track LIA's growth & successes.



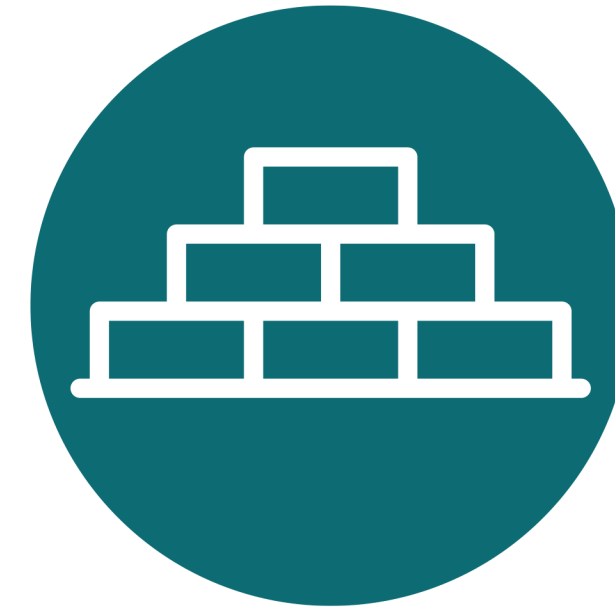
LIA's Strategic Imperatives



Activate and equip more people to lead.



Cultivate connections and pathways for leaders to build a better community for all.



Strengthen organizational sustainability to meet current and future needs.



Activate and equip more people to lead.

Increase access to leadership opportunities and professional development.

- Fully underwrite scholarships for Leadership Lafayette year over year, and expand to other programming by 2025.
- Increase program participants for Intro Lafayette and Acadiana OnBoard by at least 25% annually.
- Create an internal alumni database for job postings, board vacancies, and an index of specialty skills and knowledge.

Design and deliver programming that creates a sense of belonging and resonates with all audiences.

- Incorporate diversity, equity, and inclusion principles into programming and member engagement.
- Develop metrics for monitoring the breadth of speakers at and attendees of our programs beginning in early 2024.
- Assess and implement curriculum that reflects the changing demographics in our region.

Leverage the demand for leadership development and LIA's unique expertise to broaden our reach.

- Create a public-facing portfolio of private facilitation offerings, including Intro Lafayette, Acadiana OnBoard, CEO Roundtables, and more.
- Establish micro-credentials for Acadiana OnBoard, with a certification program in mind for the future.
- Found an annual Leadership Conference for the community by the end of 2025.



Cultivate connections and pathways for leaders to build a better community for all.

Leverage our robust network and create intentional pathways for all program graduates.

- Engage a broad pool of leaders, including non-traditional leaders, in continuing civic engagement and community contribution opportunities
- Track, publicize, and celebrate program graduates' professional accomplishments and notable community impacts.
- Host one alumni social event per year.
- Form Alumni Mentorship program by the end of 2025.

Expand our role as a bridge-builder and community convenor.

- Bring a variety of voices to the table with the common interest of improving the well-being of the community.
- Maintain supportive public, private, and nonprofit partnerships that deepen our impact and expand our influence.
- Host annual listening tour to pinpoint emerging issues in the community and beyond.

Increase opportunities for program participants to drive positive change on community issues.

- Produce strategic leaders who address complex challenges in their own communities and workplaces.
- Develop a topic-focused, solutions-oriented program for graduates of Leadership Lafayette by the end of 2024.



Strengthen organizational sustainability to meet current and future needs.

Increase the diversity and scale of LIA's revenue to support the organization's mission.

- Maintain 100% board giving annually.
- Build a stewardship model for LIA's giving structures by the end of 2024.
- Research annual grant opportunities for LIA's programs.
- Increase operating and program revenues from multiple funding streams.
- Strengthen board and graduate involvement in LIA's fund development activities.
- Grow LIA Alumni dues by 10% annually.

Elevate our brand and thought leadership.

- Heighten organizational visibility, reputation, and credibility by clearly articulating LIA's value proposition and community impact.
- Establish annual marketing partners & media plans to ensure a strategic and stable presence across traditional and new platforms.
- Define and promote characteristics of effective leadership; communicate how LIA's programming and training elevates effective leadership.

Invest in and strengthen the organization's leadership.

- Support a culture that allows for a highly engaged board.
- Host annual volunteer and board onboarding to strengthen engagement and retention.
- Develop a sustainable organizational structure in preparation for onboarding 1 - 3 full-time staff members by the end of 2026.



Guiding Principles for the 2024-2026 Strategic Plan

LIA is cultivating leadership to bring about meaningful impact on our community's most pressing issues. These guiding principles will guide our work as we develop leadership that prioritizes impact.



Community Impact

We are solutions-oriented and inspire leaders to become change-agents in their own communities.



Collaboration

We can do more together. We build, support, and encourage collaboration and partnerships to solve complex community problems.



Diversity

We believe that community is strengthened by diversity. We embrace and value leaders of all backgrounds, experiences, and contributions.



Inclusion & Belonging

We aspire to design spaces where everyone feels included, valued, and respected.



Courageous Discourse

We aspire to build a culture that fosters relationships, trust, and civility in order to address our community's most thorny and complex challenges.



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