



Y Leader Fellowship Program

Many of you will soon see some new faces on your teams, though they may also look familiar to you! Between October 1 and December 31, members of the Y Leader Fellowship Program will be participating in a job swap, in which they will be temporarily taking on the duties of another fellow in the program.

The Y Leader Fellowship Program, which is a cohort-style leadership development opportunity for Y associates in levels 4-6 (Director through Associate Executive Director), is in its inaugural year. Y Leader Fellows kicked off their 10-month program with a retreat at Camp Puh'tok in May, and they have been meeting monthly to engage in learning and discussion on topics such as change leadership, effective use of an equity lens in decision-making, relationship building, and data-driven critical thinking.

As part of the program, Y Leader Fellows engage in a 360° leadership assessment that helps them focus on aspects of their development most useful for each individual. They are also assigned a journey partner from the program along with a mentor from the Senior Leadership Team. As a capstone to the cohort experience, Y Leader Fellows will work in teams to develop recommendations for organizational improvements, which will be informed by what they have learned throughout the course of the program.

The program is facilitated by Derryck Fletcher, Christie Ryan, Keisha Sitney, and Chip Warner, and it also brings leaders from across the association to share their experiences and answer questions. The job swap is a key element of the program; we strongly believe that outstanding leaders can show up effectively in multiple parts of the organization, not just the area(s) in which they have developed their subject matter expertise. We are excited not only by what the fellows will learn during their job swaps, but also the experience and perspectives they will bring to their new roles.

We thank the current fellows for their willingness to go first with this program:

- Shannon Clifton (Associate Executive Director, Head Start Education Services)
- Paige Coressel (Associate Executive Director, School Partnerships)
- Jazmyn Hudson (Associate Executive Director, Dancel Y in Ellicott City)
- Emily Hutton (Swim Director, Greater Annapolis Y in Arnold)
- Zalanka Jones (Camp & Family Experience Director, Greater Annapolis Y in Arnold)
- Marc Perry (Senior Director, Association Sports)
- Connie Schyan-Cusato (Senior Program Director, Before & After School Enrichment)
- Rick Surdel (Property Director)
- Rachel Walsh (Program Director, Before & After School Enrichment)
- Shekita Wilkins (Associate Executive Director, Grants Management)

We currently anticipate starting the next cohort in May, 2023, and interested associates in levels 4-6 can let their supervisors know about their potential interest. In the meantime, please welcome the “new” faces to your teams and help them become fully immersed in your work!