

The Next Step

The wide variety of programs the group had to choose from proved that leadership development was (and is) happening in nonprofits all around the country (as well as in the corporate and government sectors). However, virtually none of the programs reviewed focused specifically on intergenerational knowledge transfer. With the exception of a few targeted mentoring components, the programs largely focused on training one set of leaders as opposed to creating conversations between leaders of various generations.

Further research indicated that though mentoring is important, it also does not fully address the need for intergenerational dialogue. The Leadership Working Group is now developing curriculum pieces for nonprofits to use in encouraging intergenerational dialogue and building leadership among all staff. These "Regeneration Dialogues" will seek to provide a means for nonprofit staffers of all generations to discuss the organizational, structural, and emotional barriers to true leadership transfer. They will also provide concrete suggestions and methods for building leadership and transferring knowledge within and among organizations. Please stay tuned for that document in January 2008.