



# FULCRUM

## LEADERSHIP INSTITUTE

### EMERGING NONPROFIT LEADER CERTIFICATION PROGRAM



#### PERFORMANCE REVIEWS AND PROMOTIONS: LEADING GROWTH WITH CLARITY AND INTEGRITY (PEOPLE MANAGEMENT FOUNDATIONS)



APRIL 15, 2026  
11 AM PT | 2 PM ET



VIA  
ZOOM



\$50 MEMBERS  
\$100 NONMEMBERS

### *Learning Outcomes*

- Structure performance reviews that are clear, developmental, and mission aligned
- Deliver candid feedback while preserving trust and dignity
- Distinguish between strong performance and readiness for promotion
- Evaluate promotion decisions through both equity and organizational impact lenses
- Navigate difficult conversations with greater emotional intelligence
- Communicate promotion and non promotion decisions with clarity and integrity

### *Ideal Participants*

- Emerging leaders and new supervisors
- Managers conducting their first performance reviews
- Staff preparing to take on leadership responsibility
- High potential professionals with potential for future leadership roles

### *Format & Logistics*

- Virtual, live facilitated training
- Two hour interactive session
- Includes tools, frameworks, and practical takeaways
- Certificate of Completion provided

### *Faculty:*

Faculty will share practical insight, real world examples, and perspectives shaped by experience hiring and leading nonprofit teams.



**Chris Looney**  
Founder and Principal  
Fulcrum  
Nonprofit Leadership



**Betsy Biern**  
CEO  
Make-A-Wish  
Greater Bay Area



**Kyle Houlton**  
CEO  
Covenant Philanthropic  
Solutions, LLC

TO REGISTER: VISIT THE CALENDAR ON [FULCRUMLEADER.COM](https://fulcrumleader.com) OR SCAN QR CODE. MEMBERS REFER TO NEWSLETTER FOR CODE FOR MEMBER PRICING OR EMAIL [HELLO@FULCRUMLEADER.COM](mailto:hello@fulcrumleader.com).

