

Strategic Planning Cohort for Nonprofits: Leading Culture, Strategy, and Change

Beginning March 18, 2026

An immersive learning journey designed to strengthen leadership, strategy, and organizational culture.

This cohort-based program, led by [HueLife](#) facilitator [Irina Fursman](#), introduces a strategic planning framework alongside the leadership concepts necessary to successfully lead both cultural and strategic change. Participants will experience authentic engagement, build practical skills, and gain useful tools to cultivate buy-in and solicit meaningful input from staff, boards, and community partners.

Who Should Attend

This program is designed for **nonprofit leaders (Senior Staff and Board members)** who:

- Want to enhance their leadership and strategic planning skills
- Are willing and prepared to guide their organization through a strategic planning process
- Can commit time and organizational capacity to implementation

Up to **two participants per organization** may attend. Approximately **10 nonprofit organizations** will be selected to participate in this training cohort.

Learning Objectives

Participants will learn how to:

- Develop and clearly communicate a compelling organizational vision
 - Build strategic plans that align culture, values, and priorities
 - Inspire teams and boards to move from planning to meaningful action
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A 3-Part Learning Journey

Leaders from approximately 10 organizations will engage in the following components:

1. In-Person Training

A **one-day immersive cohort session** focused on strategic thinking, leadership, and change. Also, a **half-day bonus session** focused on alternate scenario planning.

2. Pro Bono Strategic Planning Facilitation

Each participating organization will receive a **two-day pro bono strategic-planning facilitation** to support the development of a meaningful, actionable strategic plan.

3. Two Follow-Up Cohort Learning Sessions

Two follow-up learning sessions designed to refine goals, priorities, and implementation strategies while sustaining peer learning and accountability.

Program Dates

All sessions will be held from 9 am–4 pm.

March 18, 2026 | Introduction to Strategy Formation

The cohort convenes in person for a **one-day experiential training** that provides an overview of strategy formation and the human-centered planning process.

April 22, 2026 | Bonus Session: Scenario Planning in Times of Turbulence — *Facilitated by Frank Martinelli, Center for Public Skills Training (8:30 am–12:30 pm)*

An exploration of how nonprofit leaders respond and adapt to uncertainty through planning so that they can continue to deliver on their missions, build future-ready nonprofits, and become future-ready leaders.

May–August 2026 | Participation in Strategy Formation

Each participating organization participates in a two-day pro bono **strategic planning facilitation** session.

September 17, 2026 | Leading Strategic Implementation

The cohort reconvenes for a **one-day in-person workshop** focused on implementation support and leadership alignment.

March 16, 2027 | Quarterly Review & Adjustment Session

A **one-day in-person cohort session** to share best practices, review progress, and strengthen ongoing peer support.

Location

Greater Milwaukee Foundation

2153 N. Dr. Martin Luther King Jr. Drive, Suite 4000
Milwaukee, WI 53212

Participant Commitments & Application Information

Participating organizations:

- Must have the capacity and commitment to engage in strategic planning during the cohort period, either internally with mentorship support or with a pro-bono facilitator.
 - Will fully attend and participate in all sessions, including in-person and virtual (mandatory).
 - Will execute a strategic planning process, along with a trained facilitator, within 6 months of starting the training cohort.
 - Will identify **up to two** participants from their organization (preferably a Senior Staff member and a Board member). Participants must have decision-making authority and be directly involved in organizational planning efforts.
 - Will pay a **non-refundable but transferable reservation fee of \$75 per person** upon acceptance into the cohort.
 - Are **ineligible to apply for a separate NMF strategic planning grant** during the 2026–2027 funding cycle.
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Application Timeline

- **Applications Open:** Week of January 26
 - **Applications Close:** February 18
 - **Decision Letters Sent:** February 27
 - **Session 1 Begins:** March 18
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Learn more about [cohort programs on the Nonprofit Management Fund website](#).

[Apply Here](#)

For questions, contact **Eloiza Altoro**, NMF Fund Advisor, advisor@nonprofitmanagementfund.org.