

NBMBAA Leaders of Tomorrow Program

The NBMBAA LOT program has the following objectives:

- Give back to the community
- Promote education and leadership
- Be a positive role model for Black youth in the GTA.

The LOT program provides many ways to contribute. Select the option(s) that best reflects your schedule and preferred engagement level.

- **Engager:** 3.5 hours one Saturday per month. This includes two-hour sessions where you participate in impromptu exchanges with students. Group sessions are followed by 1-hour one-on-one engagement with a student to share experiences, answer questions and reinforce key learning from the sessions. Engagers commit approximately 28 hours for the year.
- **Designer:** Design curriculum in one of four core content areas: Self-Awareness and Team-Building; Financial Management; Personal Management; or Career Exploration. Designers commit approximately 20 hours for the year.
- **Facilitators:** Rehearse and review facilitator's notes, and deliver content in a group session. Facilitators commit approximately 8 hours for the session delivery.

Giving your time, knowledge and expertise can benefit students in many ways.

Volunteer Benefits

Professionals are motivated to participate for many reasons. These reasons reveal what volunteers like you have shared after participating in the LOT program.

Be a Positive Role Model

"I did it. So can they!"

You can help to change the perspective of Black achievement and success.

From Cs to the C-suite

"I wasn't the best student but I'm a real performer at work."

Sessions are designed to reinforce learning and ensure that students set realistic goals for academic achievement and increase their potential for success. Provide students with the tools to be responsible about school life and extra-curricular activities by creating an accountability feedback loop.

Share Opportunities

"There are lots of opportunities in my profession. I can offer young people some real insight."

There are no better advocates for the variety of career opportunities than the professionals who perform and excel in their roles every day.

Enhance Leadership and Functional Skills

"Volunteering provides a safe environment for me to enhance my leadership skills."

The LOT program provides an arena to lead projects and teams.

Networking Opportunities

"I can connect and learn from other professionals."

Share knowledge and insights with other professionals with a variety of specialties, roles and industry experience.

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How will my participation benefit students?

Giving back to the community. The LOT program is geared towards students in grades 9 to 12 with average or below-average grades. Although lifelong learning is a prerequisite for success in this knowledge-driven economy, many students are failing to achieve academically. Students need to improve their grades and at the same time require positive professional role models to provide guidance, direction and to show them what is possible with hard work and determination.

The LOT program is rooted in advancing education. LOT organizers established a relationship with the TDSB and GTA-area schools to reach out to Black students in need of positive role models. The objectives of the LOT program are to assist students with goal setting, identifying their strengths, managing their time, improving financial awareness and exploring career opportunities through 2-hour group sessions one Saturday per month during the school year.

Students are exposed to new experiences and opportunities. The NBMBAA has relationships with corporate partners and educational institutions that help to expose students to environments outside of school. From boardrooms to university campuses, the LOT program allows students to explore life after school and ultimately to see themselves as capable of achieving success.

Students are selected based on their potential to be leaders. The LOT committee reached out to students to explain the program and recruited through an application process. Students were selected based on their potential for

leadership. Students with below-average grades but who were recognized as having leadership potential or who would benefit from positive role models were selected for the program.

The program is designed to meet the needs of youth. NBMBAA members have interviewed LOT program participants to assess their interests, career aspirations, attendance issues and academic performance. Based on entrants' interviews, discussions with teachers and guidance counsellors, and subsequent interactions with youth in our 3-month pilot, the program is being designed to meet students' needs. This includes activities to improve literacy and numeracy skills.

The LOT program has buy-in from parents. Parents have told us that they appreciate the opportunities that LOT provides for their children. The NBMBAA held an orientation session to allow parents to ask questions and seek clarification. There is no out-of-pocket expense for parents. We supply students with bus fare, a teacher chaperone, breakfast and lunch for each 2-hour session one Saturday per month during the school year.

In addition to giving back to the community, the LOT program provides members with an opportunity to enhance their leadership and functional skills.

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Questions and Answers

Am I an ideal candidate for volunteering?

- Dismayed by the lack of young Blacks working in your field?
- Looking for an opportunity to give back? To be a positive role model? To make a difference?
- There are various ways to contribute to the LOT program. For example, be an Engager and meet with students monthly in a group setting; Design and contribute to content by creating case studies, curriculum, ideas for delivery, etc.; or Facilitate a face-to-face session to reinforce key learning.

Do I have to be a member of NBMBAA?

- Yes.
- The NBMBAA has established a relationship with parents, teachers and the school board to develop this volunteer program. To maintain the trust that we've established with key stakeholders, we request that volunteers commit to a relationship with the organization through membership.

Do I have to have an MBA to be a volunteer?

- No, an MBA is not a prerequisite. We welcome professionals from all walks of life.
- The objectives of the LOT program are to promote positive role models and encourage Black students to set goals for academic success. Whether you are in health care, technology, legal, finance or the not-for-profit sector, we welcome any professional who can commit his/her time and share experiences with youth who do not get to see positive images of success in their daily lives.

What do I have to do?

- LOT has outlined roles with various levels of commitment in terms of interaction with students.
- Options include: 1) Engage 1:1 student to volunteer ratio in a group setting; 2) Design and plan content and connect with team members via group meetings, conference calls and emails, or 3) Facilitate face-to-face with students in a group setting.

How often do I have to meet?

- How often you meet will depend on the role.
- As an Engager, one Saturday per month in face-to-face group sessions.
- As a Designer, at least once per month via conference calls, emails or in group meetings.
- As a Facilitator, for session delivery in a group setting.

How much do I have to prepare?

- As an Engager, impromptu one-on-one exchange. Answer questions and share experiences.
- As a Designer, build program content.
- As a Facilitator, review and rehearse session notes and reinforce key learning in one of four modules: self-awareness and team building; personal management; financial management; and career exploration.