

Leadership Skills for a Digital Age

A training course for executives and senior leaders of nonprofit organizations

Leadership Skills for a Digital Age is provided by the NetHope Digital Leadership Institute. The course builds on [NetHope's Digital Skills Framework](#) and its decades of experience in training. It provides executives and senior leaders with the technical and leadership skills they need to successfully lead digitally connected nonprofits and manage the teams of today.

ABOUT THIS COURSE

This course lays the leadership and technical foundations that executive and senior leaders of nonprofit organizations need to leverage the enabling power of technology for greater impact. It is designed to facilitate learning by people who have limited time to invest and the urgent need to better serve and protect the world's most vulnerable people. It is guided by expert facilitators from NetHope, NetHope Members, and global leaders in digital transformation. Upon successful completion, alumni are invited to join NetHope's Alumni Working Group where they can share knowledge and experience, and access coaching and peer support to further deepen their expertise.

AT A GLANCE

- Virtual course combines interactive live sessions with self-paced learning
- 36-hour commitment over 12 weeks
- 3 hours a week
- Free for NetHope Members thanks to donor scholarships
- NetHope certificate upon completion



Think, act, and achieve like a digital transformation leader.

WHO IS IT FOR?

If you are an executive or senior leader in a regional, country or field office, this course is for you. You lead programs, operations, communications, resource mobilization, finance and other important functions that will benefit from digital transformation.

If you are a leader of information technology in your organization, such as chief information officer, you may benefit from the course as well. But the course is specifically designed to meet the learning needs of leaders of other functions.

NetHope's [Member organizations](#) have priority for scholarship positions, but we will accept applications from non-Member for possible future vacancies.

To be eligible, applicants should meet these criteria:

- You are an executive or senior leader employed by a [NetHope Member](#)
- You commit to attend, complete the learning and enact digital-enabled change
- Your nationality is not listed in USAID's [prohibited source countries](#)

WHAT YOU WILL LEARN

By the end of the course, you will be able to:

- Identify how digital technologies can help nonprofits deliver impact at scale with efficiency, productivity, innovation, resiliency, accountability, responsibility, and self-determination
- Plan and lead digital transformation in your organization for greater effectiveness, efficiency and impact
- Mitigate threats, safeguard operations, and protect the unwanted exposure of the data of vulnerable people
- Enhance your organization's digital culture, and create an enabling environment for collaboration, innovation, entrepreneurship, and data-informed strategic planning

COST

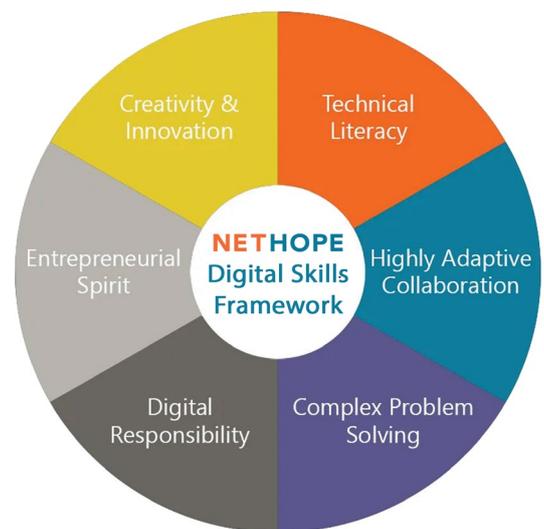
The course is free for employees of [NetHope Members](#).

STRUCTURE

There are 6 course modules:

- Technical literacy
- Digital responsibility
- Highly adaptive collaboration
- Complex problem solving
- Creativity and innovation
- Entrepreneurial spirit

The first three modules focus on the technical aspects of digital transformation and guidance for leading transformations. The second three modules focus on leadership skills to encourage innovative ways of thinking and working.



APPROACH

The course provides a dynamic combination of interactive online and peer learning experiences. Our approach is based on the premise that we learn best by becoming engaged around themes and questions related to real life challenges and experience. We organize participants into groups of up to 20 people to maximize interaction, discussion, and learning. We also emphasize individual learning and research. Use of the Internet is important and essential. Participants use resources, live sessions, problem statements and group work for learning. Discussions help them explore the course materials and issues of mutual interest and learn from one another.

ORGANIZATION

From May 2023 to August 2024, we are training 300 executives and senior leaders in small groups of up to 20 people. Each of the 6 modules spans two weeks and takes three hours a week to complete. That's a total commitment of 36 hours over 12 weeks, including 18 hours of live interactive sessions and 18 hours of self-paced learning.

In week one of each module, participants review resources on their own and then discuss the themes of the module with other leaders in a 90-minute facilitated live session. In week two of each module, participants advance their work on a problem statement that they have brought to the course, applying the knowledge and practical skills they have learned in the course. They do this work independently and collaboratively with others during a 90-minute facilitated live session.

COURSE REQUIREMENTS

- Review the required resources for each module offline before live sessions
- Participate in a minimum of 10 of the 12 live sessions
- Prepare and present a well-defined problem statement, applying knowledge and skills from each module to analyze the problem
- Discuss possible solutions and approaches with your group members

TECHNICAL REQUIREMENTS

To participate, learners need access to these technologies and tools:

- Internet connectivity capable of supporting Zoom calls with video on and screen-sharing
- Ability to watch medium-quality, pre-recorded videos, such as YouTube videos
- Ability to read online documents for the required number of hours
- Headset with microphone and earphones/speakers to facilitate good sound quality for you and participants listening to you
- Ability and practice participating in online group calling, such as with Zoom or Teams
- Ability to mute and unmute during live sessions
- Quiet space, free from distractions, for the duration of the live sessions to facilitate concentration

If you have any special requirements to participate, contact_training@nethope.org.

HOW TO PARTICIPATE

Resources

These tools, resources and activities will be available to you through the course website:

- Facilitator's note: overview of the content, explanations of the week's activities and information on course logistics
- Course materials: required and optional resources, case studies and videos
- Recordings of live sessions

Time Zones

To determine the correct time zone for your participation in course events, consult timeanddate.com/worldclock/converter.html. Please pay special attention to the dates because of various daylight savings changes.

Support

For program support about the course and technical support for using the technology and platforms contact training@nethope.org.

COURSE OUTLINE

Module 1: Technical literacy

This module focuses on technical literacy, which is the ability to responsibly and effectively understand and lead the use of technology to access, manage, evaluate, create and communicate information. This module provides participants with an overview of crucial digital leadership skills. They learn the fundamentals that digital leaders should know to speak confidently and accurately about technical skills and platforms. This will help them effectively communicate the utility, importance and relevance of proposed technical changes within an organization. The module offers information on creating digital transformation strategies, including how to get buy-in from stakeholders, change management, interdepartmental coordination, and anticipating pushback and resistance. It discusses resourcing and planning for technical changes and digital transformation within organizations.

Module 2: Digital responsibility

This module focuses on digital responsibility, which is the ability to manage personal information in a safe manner, build a positive online reputation, and weigh the benefits and risks of the transfer of information across sites for your organization. It covers high-level aspects of cybersecurity, including proactive versus reactive planning and resourcing. It provides information on policies and practices around data, including data governance, collection, quality, ethics, and protection. It discusses building organizational culture in relation to digital responsibility, including building preventative policies and mechanisms for reporting.

Module 3: Highly adaptive collaboration

This module focuses on highly adaptive collaboration, which means using digital means to work together seamlessly across cultural, social and language barriers, and sharing ideas while adapting to a changing environment to accomplish a common goal. It addresses the more technical aspects of collaboration, including platforms and methodologies currently in use, leadership and managerial aspects of managing virtual and multicultural teams, and building an environment of trust and safety. It explores effective collaboration with stakeholders outside of the organization, including donors, volunteers and external partners.

Module 4: Complex problem solving

This module focuses on complex problem solving, which is the ability to solve increasingly complex problems using research, analytics, rapid prototyping and feedback made possible through digital means. It emphasizes the importance of scanning for unintentional consequences across the lifecycle of a project and continuously monitoring and evaluating the effectiveness of any solution. It explores how to communicate and collaborate effectively with different departments and levels of the organization to implement solutions. It considers artificial intelligence (AI) and machine learning technologies (ML) as means for analyzing and finding ways to address complex problems, as well as the risks associated with complex problem solving with AI.

Module 5: Creativity and Innovation

This module focuses on creativity and innovation, which are abilities to bring divergent thinking together in your teams to find new ways of looking at problems, drawing connections through categorization, prioritizing and other approaches. It explores human-centered design thinking, as well as innovation labs and other ways to encourage innovation. It considers disruption and system transformation, as well as different methods for the scaling and uptake of innovation when it is found to be impactful, including through the production of evidence and communication with appropriate stakeholders.

Module 6: Entrepreneurial spirit

This module focuses on entrepreneurial spirit, which is an attitude and approach to thinking that seeks out change, rather than waiting to adapt to change. It looks at how leadership can help to inspire an organizational culture that encourages curiosity and willingness to learn, diversity of thought, innovation and entrepreneurship. The case studies in this module provide examples of entrepreneurial endeavors that organizations have undertaken.

HOW TO APPLY

[Fill out this application form to apply.](#) We will assess your application and get back to you soon.

FOR MORE INFORMATION

For more information about Leadership Skills for a Digital Age, contact training@nethope.org.

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NetHope Members



About NetHope

- NetHope is a consortium of the world's largest humanitarian, development, and conservation organizations and the technology sector.
- NetHope members collaborate to solve the most difficult and pressing global challenges.
- NetHope enables its members, and the nonprofit sector, to be more effective and efficient and accelerates their impacts through the use of technology.

