

# The Schusterman Family Foundation Schusterman Fellowship *Evaluation Overview*

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Prepared by:



LEARNING *for* ACTION

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# Agenda

Welcome and Overview

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1. Career Advancement

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2. Commitment to Leadership in the Jewish sector

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3. Collaboration

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4. Organizational Impact

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5. Benchmarking the Schusterman Fellowship

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6. Opportunities to Deepen Fellowship Impact

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7. Next Steps for Ongoing Learning and Evaluation

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# 1. Career Advancement

The Fellowship supports professional and lay leadership advancement for Fellows.

**43%** of professional Fellows from Cohorts 1 and 2 have advanced to **Senior Executive positions** since beginning the Fellowship

**30%** of Cohort 1 and 2 Fellows have assumed a **senior board leadership** role at an organization in the Jewish Sector. Of Cohort 1 and 2 Fellows, **25% of professional leaders** and **56% of lay leaders** have assumed this role.

**68%** of Cohort 1 and 2 Fellows were invited to **sit on a board, advisory committee, or task force** (e.g., someone approached them about a lay leadership opportunity).

“ I have **grown tremendously both personally and professionally** since the fellowship. I took on a very core role, demonstrated ability and skill, and have been successful in starting an exciting new initiative. *- Fellow* ”

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## 2. Commitment to the Jewish Sector

Schusterman Fellows are committed to long-term leadership in the Jewish sector.

71%

of Cohort 1 and 2 Fellows are very or extremely committed to **long-term professional leadership** in the Jewish sector.

80%

of Cohort 1 and 2 Fellows are very or extremely committed to **long-term lay leadership** in the Jewish sector.

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**I am 100% committed to leadership in the Jewish community.** Lately I have been questioning if I want to be on the professional side or as a lay leader, but for the immediate future, I'll be a Jewish professional and proud of it.

- Fellow

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## 3. Collaboration

The Fellowship supports collaboration among Fellows and their organizations

**67%** of Senior Fellows have **collaborated in a meaningful way** with other Fellows.

**75%** Of Senior Fellows indicate that the Fellowship has **contributed to some form of collaboration** between their organization and the organizations of other Fellows.

### Fellows connect with one another for:

- Peer coaching and consultation
- Professional referrals and references
- Learning opportunities
- Business development
- Organizational-level collaboration opportunities
- Networking
- Volunteer opportunities
- Social support and friendship

“ I was seeking support to **find connections in a specific field, access to funders, to learn about other fellows' experience** with individuals and other organizations. I **provide access to my network and organizations in Europe.** - Fellow ”

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## 4. Organizational Impact

The Fellowship contributes to positive impacts on Fellows' organizations

**78%** of Cohort 1 and 2 Fellows report that the Fellowship highly contributed to **positive change in their organizations.**

**71%** Of Senior Fellows say they have **increased their level of influence in the Jewish sector.**

### Examples of how the Fellowship contributes to changes in organizations:

- Introducing **new leadership opportunities for staff**
- Introducing **new elements to organizational culture** (e.g., mindfulness, professional development, strategic visioning)
- Increasing **organizational openness to new ideas**
- Improving **organizational ability to articulate purpose and vision**
- **Inspiring other colleagues** to pursue professional development opportunities
- Increasing **organizational visibility** due to successful Fellow **field presence**
- Increasing **collaboration** with other organizations

“Two years later, we **have reorganized our programming, realigned our org chart and meeting structure, and now are focused on restructuring our governance model** to focus on three program service areas. As a result of the fellowship, I felt empowered to think bigger and even better about the role we can have in serving the Jewish and universal community.

- Fellow”

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## 5. Benchmarking the Schusterman Fellowship

The Fellowship's programming, evaluation methods, and results are well aligned with other established, best-in-class programs in the field.

**Fellowship Programming:** Schusterman's core program components are designed to develop the four key results of talent investing as identified by **Fund the People**.

**Alumni Programming:** Schusterman offers similar types of support to alumni/Senior Fellows as **Echoing Green, Coro, Aspen, and LeaderSpring**. These organizations integrate alumni offerings with their core programming to create a streamlined and comprehensive Fellow to alumni experience and dedicate significant staff time and resources to alumni offerings.

LFA's work with other leadership programs demonstrates that **ongoing, personalized contact and engagement with alumni and in-person connection opportunities are vital to perpetuating the outcomes and goals** of the program.

**Outcomes:** The Fellowship tracks similar outcomes as other leadership development programs:

- **The Rockwood Leadership Institute:** 98% of alumni deal more effectively with leadership challenges and 87% have a clearer vision for their work
- **Echoing Green:** 80% of Fellows are still in the social sector
- **LeaderSpring:** 86% of Fellows formed new collaborations
- **Global Health Corps:** 83% of alumni are in mid and senior level leadership roles

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## 6. Opportunities to Deepen Fellowship Impact

### Fellows provided feedback on areas of improvement for the Fellowship

- 1** Continue to **intentionally provide opportunities for Fellows and Senior Fellows to collaborate** and leverage the Fellowship network as a resource for continued growth and career advancement.
- 2** Continue to reflect on and incorporate ways to **engage diverse Fellows from the Jewish community** throughout all aspects of the Fellowship. This includes intentionally recruiting Fellows who represent the diverse global Jewish community: women, members of the LGBTQ community, Jews of color, those from diverse geographical regions, and those representing a wide range of perspectives.
- 3** **Intentionally engage Fellows' organizations** to increase buy-in and support for Fellows, and to foster positive organizational change.
- 4** Consider **tailoring the Jewish elements of the Fellowship** to meet the broad range of Fellow needs and interests.
- 5** Provide **clearer and more comprehensive framing of the expectations** and intentions of the Fellowship components and the links among them, as well as the intention for ongoing engagement of Senior Fellows.

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# 7. Next Steps for Ongoing Learning and Evaluation

- 1** Continue to evaluate short-term Fellowship outcomes to monitor immediate trends and outcomes
- 2** Evaluate longer-term Fellowship impact to track longitudinal trends in Fellowship outcomes
- 3** **Disseminate results of the Schusterman Fellowship with the field.** There is a dearth of evaluation information on leadership and alumni programming, representing an **opportunity for Schusterman to lead the field** in sharing information on what works.
- 4** Explore organizational impact through qualitative case studies
- 5** Continue to collect Fellowship network data for future social network analysis