



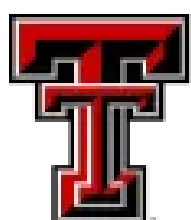
FORT WORTH
HISPANIC CHAMBER



AUDAZ

LEADERSHIP PROGRAM

Bold Leaders. Systemic Impact.



TEXAS TECH
UNIVERSITY.

HARVARD ManageMentor®

[Accredited Hours](#)

[Mentors](#)

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Introduction

Why the Impact Leadership Matters

In today's fast-changing world, professionals are expected to lead not just within their organizations, but also in their communities. Yet, professionals continue to face systemic barriers to leadership roles across corporate, nonprofit, and government sectors.

The Problems We Are Addressing

Leadership Training That's Too Narrow

Most existing programs focus on just one sector—corporate, civic, or nonprofit—leaving professionals ill-prepared for the interconnected nature of real-world leadership.

Limited Access to Networks and Mentors

Many professionals lack direct access to high-level mentors, decision-makers, or leadership pipelines that open doors to greater impact.

Low Confidence in Existing Leadership Training

- Only 10% of executives believe their current leadership training programs are effective (Harvard Business Review, 2021).
- Only 28% of elected officials felt adequately prepared for public service when they took office (National Institute for Civil Discourse, 2022).
- 68% of Non-profits are struggling to find qualified leaders (Bridgespan Group, 2023).

Career Mobility Among Young Professionals

- Gen Z employees typically have worked in an average of 2.1 industries and 2.2 roles in their first three years, highlighting a strong tendency to explore diverse sectors early in their careers.
- Millennials show high turnover too: about 21% changed jobs within the past year, more than three times the rate of older generations (Gallup Millennials: The Job-Hopping Generation, 2025)

Cross-Sector Movement & Its Implications

- While job titles may remain similar, moving between for-profit, nonprofit, and government roles requires adjusting to very different workplace cultures, funding models, and impact measures.
 - For instance, private-sector roles prioritize revenue and efficiency; nonprofits typically focus on mission-driven outcomes and grant accountability; and government positions follow bureaucratic procedures and public sector governance.

This trend of career-hopping, even across sectors, reflects younger professionals' desire for career growth, purpose alignment, and diverse experiences. Organizations across all sectors are responding by enhancing developmental flexibility, mentoring, and training to better retain and attract this dynamic workforce.

How the Program Helps

A Holistic, Cross-Sector Approach

- Participants learn how to lead in business, government, and nonprofit settings—preparing them to navigate complexity and create impact no matter where they serve.

Real-World Simulations & Skill Building

- From mock debates and policy pitch competitions to crisis simulations and campaign sprints, fellows engage in immersive activities that build executive presence, critical thinking, and advocacy skills.

Mentorship & Networking with Decision-Makers

- Each fellow is paired with a mentor and introduced to a powerful network of corporate leaders, nonprofit executives, and policymakers.

Credentialed & Recognized Learning

- Fellows earn CEUs, digital badges, and certificates from Texas Tech University and Harvard ManageMentor—boosting both credibility and visibility in the job market.

Designed for Legacy & Impact

- This isn't just about individual success. The program is rooted in building altruistic, community-driven leaders who will influence policy, transform organizations, and create generational change.

Unique Approach

What Makes This Program Unique

The Audaz Leadership Program is not just another leadership course—it's a movement to prepare professionals for the highest levels of influence in business, government, and nonprofit leadership. Here's what sets it apart:



Cross-Sector Design

Most leadership programs focus on a single path—corporate, civic, or nonprofit. Audaz Leadership program bridges all three. Participants gain the versatility to lead in boardrooms, city halls, or community coalitions.

“Leadership today requires a seat at multiple tables. We’re preparing our leaders to own the room in all of them.”



Dual Credentialing from Texas Tech & Harvard

Participants earn continuing education units (CEUs), digital badges, and certificates from:

- Texas Tech University (Institute for Leadership Research)
- Harvard ManageMentor

These credentials are verified via blockchain, shareable on LinkedIn, and recognized across industries.



Experiential Learning Approach

Every session is hands-on, immersive, and designed to build confidence and critical thinking. Activities include:

- Legislative Pitch Competitions
- Mock Debates and Negotiations
- Crisis War Room Simulations
- Campaign Sprints

This isn't just theory—it's leadership in action.



High-Touch Mentorship Model

Each leader is paired with a mentor who brings real-world executive, civic, or nonprofit experience. These relationships provide personalized guidance, support, and access to high-level networks.

They would also get access to Harvard Managed Mentor Online Platform for continuous learning.



Built for Systemic Impact

Graduates don't just climb the ladder—they build new ones. By integrating civic advocacy, community development, and economic leadership, the program creates leaders who lift others as they rise.



Data-Driven Leadership Development

This program was shaped by findings from a 2024 study conducted by FWHCC and a nonprofit research partner, identifying the key skills professionals need to build generational wealth and lead across sectors.

At its core, the program instills values that drive real impact:

- Confidence & Courage – Seizing opportunity and leading boldly
- Curiosity & Perspective – Challenging assumptions and seeing the bigger picture
- Collective Problem-Solving – Tackling challenges through collaboration
- Uplifting Others – Leading with purpose and empowering your community

Program Design

TEXAS TECH CLASSES WILL BE SATURDAY COURSES-ALL OTHER CLASSES WILL BE WEDNESDAY EVENINGS. HOSTED AT FWHCC RESOURCE AND LEARNING CENTER



30 LEADERS PER YEAR MOVE THROUGH THE EXPERIENCE TOGETHER, BUILDING A STRONG PROFESSIONAL PEER NETWORK.



11 MONTHS TOTAL, INCLUDING:

- WORKSHOPS (LED BY TEXAS TECH UNIVERSITY)
 - TOPICS
 - LEADERSHIP
 - STRATEGIC THINKING
 - LEADING PEOPLE
 - COMMUNICATION & RELATIONSHIPS
 - LEVERAGING YOUR NETWORKS
 - NEGOTIATION
 - DIFFICULT INTERACTIONS
 - TEAMS & TALENT DEVELOPMENT
 - COACHING
 - PERFORMANCE & MANAGEMENT
 - GOAL SETTING
 - CHANGE MANAGEMENT

*ONGOING MENTORSHIP



LEARNING METHODS:

- INTERACTIVE CASE STUDIES AND SIMULATIONS
- GROUP CHALLENGES AND COMPETITIONS
- GUEST SPEAKERS AND PANELS
- GUIDED MENTORSHIP CONVERSATIONS
- DIGITAL LEARNING THROUGH HARVARD MANAGEMENTOR

Q1-2026

- January 28th from 6pm-7:30pm-**Collective Responsibility: Leading Together for Greater Impact**
- February 28th from 8:30am-3:30pm-**Leveraging your Networks & Strategic thinking (Decision Making) by Texas Tech**
- March 25th from 6pm-7:30pm-**Resilience in Action: Leading through challenge and advocacy at Texas A&M Law-Conference Center 2nd Floor. 1515 Commerce St. 76102**

Q2-2026

- April 29th from 6pm-7:30pm-**Fundraising Assignment Updates-Virtual**
- May 30th from 8:30am-3:30pm-**Leading People and Goal Setting by Texas Tech**
- June 24th from 6pm-7:30pm-**Negotiation with Dr. Lori Ramirez & Best Practices by a CEO**

Q3-2026

- July 29th from 6pm-7:30pm-**Fundraising Assignment Updates-Virtual**
- August 29th from 8:30am-3:30pm-Change Management and Goal Setting by **Texas Tech**
- September 30th from 6pm-7:30pm-**Mentor Assessments-Communicating with Confidence with Dr. Lori Ramirez & Best Practices with a PR Firm**

Q4-2026

- October 31st from 8:30am-3:30pm-**Difficult Interaction and Negotiations by Texas Tech**
- November 18th at 3pm-**Final Presentations at Graduation in Impact Fort Worth Leadership Summit**

PROGRAM SUPPORT

- **Mentorship: 1-on-1 mentoring** throughout the year
- Canvas Access: Materials, discussion forums, and ongoing learning tools via **Texas Tech University**
- **Harvard ManageMentor: 25+ virtual courses with badges and certificates**
- Alumni Network: Graduates join the **Audaz alumni community** for continued engagement, leadership opportunities, and collaboration

Program Policy & Procedures

Guiding Principles for Participation, Conduct, and Completion

The Impact Leadership Fellowship is a prestigious, values-driven leadership development program. To ensure a productive and respectful learning environment for all participants, the following policies and procedures apply to all fellows, mentors, and facilitators.

Eligibility & Commitment

- Eligibility:
- Participants must be professionals with leadership potential in business, government, or nonprofit sectors. Applicants must demonstrate a commitment to community impact and professional growth.
- Program Commitment:
- Fellows are expected to actively participate in the full 11-month program, including:
 - In person workshops
 - Capstone project
 - Regular communication with assigned mentor
- **Time Commitment:**
- **Estimated 6–10 hours per month (including sessions, mentorship, and coursework).**

Code of Conduct

- Respect & Professionalism:
- All participants must engage respectfully with peers, mentors, and facilitators, regardless of background, identity, or perspective.
- Safe Learning Environment:
- Harassment, discrimination, or disruptive behavior of any kind will not be tolerated.
- Confidentiality:
- Discussions in sessions and mentorship meetings are expected to remain confidential unless otherwise agreed upon by all parties.
- No Solicitation Policy:
- Fellows may not use the program to promote or solicit business, investments, or sales.

Attendance & Participation

- Mandatory Workshops:
- Both full-day workshops are mandatory for certificate completion.
- Session Attendance:
- Fellows must attend at least 9 of the 11 monthly sessions to remain in good standing.
- Absences:
- Absences must be communicated in advance. More than one unexcused absence may result in removal from the program.

Long Term Vision



Shaping the Next Generation of Executive, Civic, and Community Leaders
The Impact Leadership Fellowship is more than a one-year experience — it's the beginning of a lifelong journey of service, influence, and generational change. Our long-term vision is to build a nationally recognized leadership pipeline that prepares professionals to lead across sectors, across generations, and across systems.

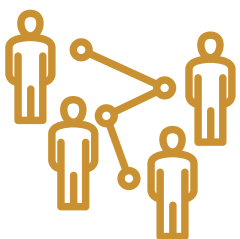


Establish a Nationally Recognized Leadership
Position the program as the premier leadership accelerator for professionals seeking to lead in business, government, or nonprofit organizations.



Create a Deep Bench of Cross-Sector Leaders
Develop a strong alumni network of fellows who are:

- CEOs and senior executives
- Elected officials and policy influencers
- Nonprofit directors and civic champions
- Mentors for future generations of leaders



Expand Regional Cohorts Across Texas and Beyond
Launch new cohorts in other cities with strong Hispanic populations (e.g., Dallas, Houston, El Paso) while keeping Fort Worth as the flagship hub.



Place Alumni in Boardrooms, Commissions, and Advisory Councils
Actively support fellows in joining corporate boards, nonprofit boards, city task forces, and appointed civic roles—shaping policy and decision-making from within.

Our Cultural Promise

"The future belongs to those who can think like CEOs, advocate like elected officials, and serve like nonprofit champions. Our long-term vision is to equip them all—and ensure they look like the communities they lead."



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Thank you to the committee members that helped us shape a program that will help shape the future leaders of North Texas.

Ericka Garza-FWHCC President/CEO
 Jennifer Treviño-Leadership Fort Worth
 Linda Valdez Thompson-Leadership North Texas
 Dr. Chandra Pathki-Leadership Research Institute for
 Texas Tech
 Jorge Baldor-Latino Center for Leadership Development
 John Avila-Byrne Construction
 Jazmin Gutierrez-City of Fort Worth
 Rosa Navejar-Rios Group
 Anette Landeros-Trinity Metro
 Mary Santini-Hispanic Chamber of Commerce of Grand
 Prairie

Mario Valdez-Quorum Architects/FWHCC Board
 Chairman
 Rosa Maria Berdeja-Berdeja Law/FWHCC Vice-Chair
 Ben Robertson-TEI Consulting/FWHCC Board
 Natalia Dominguez-TCU Doctoral Candidate in
 Higher Education and Leadership
 Minerva Rodriguez-MRR & Associates
 Dr. Leti Cavazos-Cannenta Counseling Center
 Arnold Montez-Workforce Solutions
 Wanda Granier-Bridgework Partners
 Arnulfo Garza-C3 Latino Young Professionals
 Jose De La Cruz-Alpha





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PROGRAM OPTIONS

PROGRAM SPONSOR: \$25,000

- Company Highlight Video up to 1-minute at cohort
- Sponsor 3 professionals to go through program
- Premier Sponsor recognition on all event promotional marketing both digital and print
- 1/2 page ad in newsletters & printed materials leading up to the event after announcement
- Logo with hyperlinked URL on event page

COHORT SPONSOR: \$10,000

- Sponsor 2 professionals to go through program
- Recognitions at Graduation and Onboarding
- Premier Sponsor recognition on all event promotional marketing both digital and print
- 1/4 page ad in newsletters & printed materials leading up to the event after announcement
- Logo with hyperlinked URL on event page

GRADUATION SPONSOR: \$5,000

- Sponsor 1 professionals to go through program
- Sponsor recognition on all graduation event promotional marketing both digital and print
- 1/4 page ad in newsletters & printed materials leading up to the event after announcement
- Logo with hyperlinked URL on event page

PARTICIPANT: \$2,000

- Experience the program, get credentials, access to online resources, build your network of mentors, and get community visibility.