The Center for Creative Leadership’s partnership with American Express on the American Express Leadership Academy began in 2008. The leadership academy provides an immersive week-long training in personal and professional development to the next generation of nonprofit leaders. The cohort-based experience is designed to address the growing leadership gap within the nonprofit sector. To date, CCL and American Express have collaborated to provide this program to nearly 1,000 leaders.

We conducted this alumni survey to commemorate ten years of working together to provide nonprofit leader leadership development experience and to understand the experiences of participants after they complete the program. This document serves as a summary of our survey findings from ten years of Academy participants.

In the time since their participation in the American Express Leadership Academy:

- 51% were promoted.
- 69% took on greater responsibility at work and attribute this to AELA.
- Incorporated tools learned in AELA into their work, with the top three being: feedback techniques (64%), coaching (59%), and problem-solving techniques (57%).
- 73% have continued to develop their own leadership potential and 69% have worked to develop the leadership potential of others to a great or very great extent.
- 60% are still in touch with fellow AELA participants. They maintain contact primarily through social media (36%), phone (25%), and the LinkedIn Alumni group (19%).
What does it take for nonprofit leaders to fully capitalize on their investment in leadership development? By far, the single largest supportive factor was feedback on the participant’s performance. This was followed by having the support of both managers and peers, and feeling as though the leadership development practices were in alignment with current work. The largest barrier to implementation was lack of time.

On a scale of 1-5, participants felt that participation in AELA helped them be most prepared to face the following challenges in nonprofit leadership:

- Managing through relationships and feedback: 4
- Managing and leading change: 3.9
- Relationship building: 3.9
- Thinking beyond function: 3.8
- Engagement and productivity for people you manage: 3.8

82% feel equipped to lead in their current position.
SAMPLE CHARACTERISTICS

Our sample consisted of 346 alumni respondents across the last ten cohorts.

- **35%** have been at their organization for 10 years or more; **42%** for 4-10 years; and **23%** for 3 years or less.
- **38%** are in organizations of 49 employees or less; **43%** with 50-499 employees; **20%** with more than 500 employees.
- **70%** identify as female; **30%** male
  - **20%** are 25-34 years old; **40%** are 35-44; **30%** are 45-54; and **10%** are older than 55
- **50%** identify as White/Caucasian; **18%** as Black/African-American; **15%** as Hispanic/Latino(a); **6%** Asian/Pacific-Islander; **3%** as Multiracial

94% are still employed in the nonprofit sector.

2% private sector
1% self-employed
2% public sector

LEARN MORE

- Interested in joining the more than 3,000 alumni of the American Express Leadership Academy? Visit: http://about.americanexpress.com/csr/nla.aspx
- Continue your leadership development journey with the Center for Creative Leadership. Visit: www.ccl.org
- Support development of leaders in the social sector worldwide. Visit: https://www.ccl.org/transform-the-world/
- Stay tuned for continued results from the CCL + AELA Alumni Study.

Leadership development is ALL we do.

For nearly five decades, we have leveraged the power of leadership to transform individual leaders, teams, organizations and societies. Our innovative solutions are steeped in extensive research and experience gained from working with hundreds of thousands of leaders at all levels – across six continents and 130 countries. More than a million leaders later, drawing from our extensive experiences and our expert faculty and staff around the globe, we help take your organization to new heights through leadership development.

We are ranked among the world’s Top 10 providers of executive education by Businessweek and the Financial Times, based on feedback from clients. So you can be confident we will deliver the results that matter most to you.

We create leaders who move their worlds. The results are transformative!