Director of Leadership Development

Who We Are

LEAP (Leadership Education for Asian Pacifics) is a national, nonprofit organization founded in 1982 with a mission to achieve full participation and equality for Asian and Pacific Islanders (APIs). LEAP works to achieve this mission by: Developing People, because leaders are made not born; Informing Society, because leaders know the issues; and Empowering Communities, because leaders are grounded in strong, vibrant communities. Guided by the philosophy: “Keep Your Values. Develop New Skills.®”, LEAP is focused on “uncapping talent” and filling the pipeline with Asian and Pacific Islander leaders across all sectors.

About This Role

LEAP is seeking a Director of Leadership Development to oversee our nationwide training program. Using your expertise in Asian and Pacific Islander (API) culture, diversity, equity and inclusion, you will ensure executing on the delivery of LEAP’s curriculum. You will be integral in assisting senior management in researching changing trends related to the API community.

What You’ll Do

• Develop, manage, and facilitate all aspects of LEAP’s Leadership programs
• Attend, present, and facilitate LEAP training programs to a broad cross section of clients and participants in both small and large settings
• Manage and retain a geographically dispersed high-performing and productive team
• Create an environment of ownership, excellence and tenacity where staff and volunteers are committed to achieve business and team goals
• Utilize innovative training techniques and tools to maximize participant engagement
• Develop and implement new culturally effective programs and services
• Continuously seek knowledge and gather data on Asian and Pacific Islander community needs, challenges and opportunities
• Present results and feedback of LEAP programs with staff, sponsors, donors, Board of Directors, adjunct faculty/trainers, and community. Assists with identifying and developing new program opportunities
• Support senior management with revenue generation, proposals, and fundraising activities

Who You Are

• Bachelor degree in organizational psychology, organizational behavior, or related discipline.
• 5+ years working in learning and development and/or organizational development
• 3+ years of experience in stand-up training delivery and facilitation
• Experience with designing and developing curriculum
• Coaching certification preferred
• Professional demeanor and ability to interact with clients, participants, executives and staff
• Strong familiarity in the Asian and Pacific Islander community, its issues, needs, challenges and opportunities
• Ability to quickly build trust and strong relationships throughout the API community, the LEAP organization and with our clients
• A natural leader who focuses on the growth and well-being of others
• A sense of humor, confidence, flexibility and a commitment to excellence
• Must be able to travel regularly (at the end of COVID period)

If you are interested in helping the API community and this role interest you, we encourage you to apply by emailing your resume to Grace Toy at GToy@leap.org