



## Our Leadership Exchanges Bring Leadership Questions to Life

Our flagship one-day multigenerational events have connected over 350 leaders. Leadership Exchanges bring together emerging and experienced leaders across diverse fields, identities, and leadership philosophies to explore and evolve leadership individually and culturally. Through intergenerational dialogue, both emerging and experienced leaders have the unique opportunity to come together to share and practice innovative leadership forms. We added two new locations this year: Greensboro, Vermont and Milan, Italy.



WholeHeart Leadership Exchange (Vermont)



*"I took away hope... That people want to create something new and fresher, something that involves the opinion and the ideas of others. People that Care!!" – Leadership Exchange Participant, Puerto Rico Leadership Exchange*

## Intergenerational Design Teams Become Standard Practice...

*and an Unexpectedly Potent Leadership Training*

Our Leadership Exchanges are created by intergenerational Design Teams, based 100% on volunteers who receive training from us in group facilitation and intergenerational collaboration. To date, a total of thirty-four people have participated in eight design teams around the world.



Antonia DeMichiel & Todd Larson from BK Fall Leadership Exchange on 10/8/16



*"I thought it was important for the design team to embody the work in this way. It's fun, rewarding, and for lifelong learners—it is a wonderful opportunity to stretch outside of the normal operating system and grow and develop in new ways" – Tara Reynolds, Design Team Member, Vermont Leadership Exchange*

## New Staff Member

BK Foundation staff is comprised of an Executive Director and – new this year – an Operations Coordinator. Tuquynh Tran joined the team in April after participating in her first Leadership Exchange last winter. This is all a part of our grand experiment to have a organization with a lean staff to support and focus on our mission of *creating a world that works for all*.

## Our Action-Learning Partnerships Connect Mission-Aligned Non-Profits

- ⇒ **E3: Equity, Education and Excellence (San Rafael, Ca):** We teamed up with E3 to co-facilitate the 2016 Diversity, Inclusion and Equity trainings for the Center for Volunteer and Non-Profit Leadership (CVNL) Emerging Leaders Program. We are creating a curriculum that centers equity competency as a core 21st century leadership skill.
- ⇒ **Yes! (Oakland, CA):** This year Yes! and BKF developed a workshop to address the common challenges in intergenerational collaboration. Our series, Unlearning for Intergenerational Collaboration, teaches foundations of conflict resolution, power dynamics, self-awareness and communication skills.
- ⇒ **WholeHeart, Inc (Greensboro, Vermont):** WholeHeart, Inc is hosting a series of BK Leadership Exchanges that convene leaders in Northeast Vermont. Their first event brought together local professionals from education, restorative justice, nonprofit, and green business.
- ⇒ **Learning as Leading (Milan, Italy):** Our partners at Learning as Leading hosted the first Europe-based BK Leadership Exchange. They focused on the role of the ego in leadership, and explored cross-generational issues at work.

**“The only way out is through, and the only way through is TOGETHER.” - Ken Homer**



## Our Experiential Exchange Program Deepens

The Experiential Exchange Program creates mutual mentorship partnerships for the personal and professional growth of change makers seeking to work more consciously in alignment with their values. In 2016 we doubled the length of the program to make space for deeper relationship-building and ran our first Liaison Retreat to bring together program volunteers for a face-to-face intensive.

*“I used to think it was just outcome based, that people only collaborated for tangible things, but this partnership was collaboration about living. It is huge for me to experience collaboration with a big age gap where I didn't feel silenced or inadequate. I saw that from this kind of collaboration both inner changes and tangible outcomes can flourish.” – Nandita Batheja, Experiential Exchange Participant*

## Our Board of Directors Grows

The BK Foundation is guided by eight highly committed Board members, who bring a wide range of expertise, skills, and knowledge. This year we welcomed Yi and Todd as new Board members!

**Steve Piersanti**, Board Chair and President of BK Publishers

**JuanCarlos Arauz**, Executive Director of E3: Education, Excellence and Equity

**Shilpa Jain**, Executive Director of Yes!

**Mila Baker**, BK Author, [Peer-to-Peer Leadership: Why the Network Is the Leader](#)

**Julie Winkle Guillioni**, BK Author, [Help Them Grow or Watch Them Go](#)

**Paul Wright**, Writer and Editor at WrightWork Communications

**Yi Zhang**, Director of VIA's Social Innovation Programs in Silicon Valley & two-time BK Foundation Leadership Exchange Design Team Member

**Todd Larson**, Director, Technology Support Services at California College of the Arts