

Project Spotlight: Emerging Leaders Cohort Program

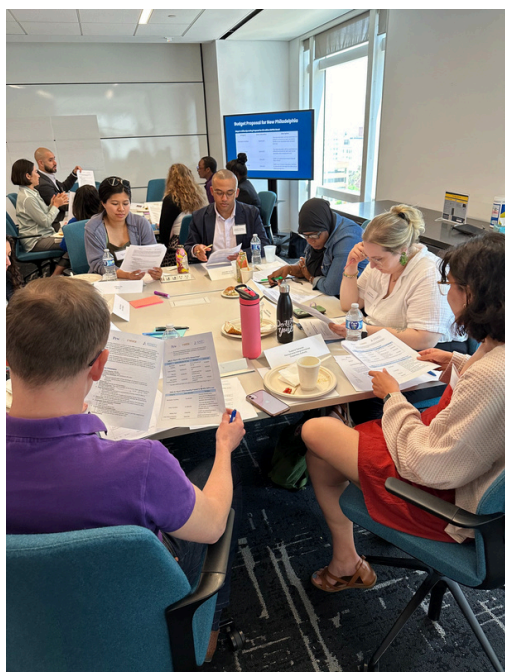


Project Type: Leadership Program

Timeline: January 2023 - June 2026

About the Client

The Pew Charitable Trusts' Philadelphia research and policy initiative produces data-driven research, public opinion polling, and stakeholder convenings to help inform discussion on important policy issues facing Philadelphia. In addition to grantmaking and capacity building, this work is part of Pew's efforts to address complex challenges and ensure thriving communities in the region. Since 2022, [Anavi Strategies](#)—along with [Rvesta Consulting](#)—has partnered with Pew to expand the initiative's offerings beyond its research-focused portfolio. Through this partnership, the project team has implemented a policy workshop series for City Council and Philadelphia's mayoral administration, a pilot program aimed at supporting city departments with their policy goals, a budget-focused policy research program for City Council offices, among other initiatives. One of the major successes of this partnership is the Emerging Leaders Cohort (ELC) program.



Project Scope

ELC is an eight-session program that aims to support rising Philadelphia leaders in tackling some of the city's biggest challenges by strengthening their ability to use data effectively to assess policy options and inform decision-making. ELC participants are introduced to the intricacies of Philadelphia's municipal budgeting process, learn how to problem-solve and assess policy choices to tackle Philadelphia's most persistent challenges, and build a network of peers with whom to foster shared leadership. Each cohort is selected through a nomination process involving current elected officials, civic, cultural, and economic development organizations, and past ELC participants, resulting in a highly diverse group.

Project Spotlight: Emerging Leaders Cohort



ELC sessions feature presentations from policy experts, facilitated discussions and immersive learning activities, supportive research and policy case studies, and networking opportunities. Each session is focused on a different component of a cumulative Action Plan that participants use to develop their policy vision for Philadelphia over the course of the program. Ultimately, the goal of ELC is that participants graduate with foundational knowledge and a plan to anchor their professional, personal, and policy goals to represent their communities in elected and/or civic leadership roles in years to come.

Project Activities

Through the first two cohorts, Anavi Strategies has worked with the project team on the following elements:

Nominator Identification

Designed a comprehensive nomination process involving Philadelphia’s major civic, educational, and cultural organizations. By leveraging our unique position and deep experience in the city, Anavi and Rvesta secured buy-in from the Mayor’s Office, City Council, and the city’s large universities.

Curriculum Design

Created a novel curriculum in partnership with Rvesta Consulting. Each session featured up-to-date research and presentations from local experts. Session topics included the budgetary process, housing, the opioid crisis, federal and state funding, future planning, among others.

Session Delivery

Coordinated the creation of all session documents, prep calls for presenters, session facilitation logistics, and administrative record-keeping. In addition, Anjali Chainani of Anavi and Vaughn Ross of Rvesta served as the in-session program leads, which included presenting sessions, facilitating expert panels, and conducting session activities.

Session Evaluation

Developed post-session and post-program surveys to gather real-time feedback on the program’s impact and areas of growth, in order to make adjustments over the course of the program.

Project Spotlight: Emerging Leaders Cohort



Results & Deliverables

The project team has completed two successful ELC cohorts so far. The inaugural cohort in 2023 included 18 Emerging Leaders; the 2024 cohort increased to 26 participants, demonstrating an increased appetite among the nominating organizations for the program. The Pew Charitable Trusts has renewed ELC for an additional two cohorts in 2025 and 2026, and a growing number of organizations have expressed interest in nominating their own emerging leaders to participate.

In addition, Anavi Strategies and Rvesta Consulting are conducting a qualitative assessment of ELC's long-term impact on the careers, network, knowledge, and future goals of 2023 and 2024 ELC participants. The results of this assessment will allow the project team to further refine the ELC program for future cohorts, and continue to build up Philadelphia's next generation of civic leaders.

ELC Project Partners:

Pew
rvesta

