

Overview: Launched in 2015, the Center for Advancement Training is the in-house training program exclusive to Division of Philanthropy staff, underscoring our commitment to ongoing learning and engagement opportunities.

Fiscal Year 22 Highlights

75 program offerings

90+% participation rate across the Division of Philanthropy

81 Philanthropy staff presenters

Cultural Statement

- Expand **collaboration** within the Division, across the Institute, and with our peer institutions
- Create **opportunities** to share knowledge and support of current and future leaders
- Underscore the importance of skill-based training and the Division of Philanthropy's responsibility to add value in each role in order to achieve our goals
- Deepen our employee **engagement** through programs that address career development and personal growth

Curriculum Snapshot

Center programming aligns with the Division's four priority areas: Culture, Community, The Dana-Farber Campaign, and Connection. Learning program topics are determined based on areas of need expressed by senior leadership, managers, and staff. Our professional development team creates programs in response to trends in the marketplace facing entry-level to seasoned professionals across functional areas in addition to conducting needs assessments and responding to staff survey feedback.

Programming areas include:

- Division Initiatives
 - *Programming focused on increasing Institutional and Divisional knowledge.*
- Inclusion, Diversity, and Equity (ID&E) sessions
 - *In collaboration with the Philanthropy ID&E Council and DFCI's ID&E Office.*
- Philanthropy Essentials
 - *Focused on developing the Division's base fundraising knowledge, regardless of role, guided by the principle that all Division staff are fundraisers.*
- Professional Power Skills
 - *Cohort-based programs focused on skill-building and long-term professional growth.*

"I loved that we left the session with tangible next steps and ways we can make changes both as managers and employees today."

- Staff testimonial following a session on having conversations about career growth

Additional professional opportunities are available through Institute-wide functional workshops, skill development sessions, and leadership development programs.