



2026-2027

Leadership Excellence Institute

Powered by



2026-2027 Program Information

Where Housing Finance Leaders Rise, Together!

Application deadline: September 1, 2026

<https://capstonesolutionsinc.com/nalhfa-lei/>

For more information, contact:

Jonathan M. Paine, CAE, Executive Director

National Association of Local Housing Finance Agencies
2001 K Street NW, 3rd Floor North, Washington, DC 20006
Phone: 202.367.2496 | Email: jpaine@nalhfa.org

PROGRAM GOAL

The goal of the Capstone Performance Solutions, Inc. (CPS) Leadership Excellence Institute (LEI) is to deliver a uniquely tailored program for NALHFA member leaders. The program is designed to equip rising and mid-career leaders with the skills, strategic insight, and confidence needed to elevate their organizations and drive innovation across the housing finance industry.

COHORT AND CURRICULUM

Cohort:

Participants will sharpen their executive presence, grow their leadership capabilities, and gain strategic insight to lead with greater confidence, clarity, and influence. The program is organized across four learning quarters: Thought Leadership, Results Leadership, People Leadership, and Personal Leadership.

The institute will be focused on the core competencies identified during the learning needs assessment and those identified through completion of the Hogan Personality Inventory and Profilor 360° assessments.

The Leadership Excellence Institute (LEI) curriculum for the cohort will include the following:

- **Virtual and In-Person Facilitated Sessions**
- **The Excel Project**

Using Design Thinking, each participant addresses a real challenge in their organization, creating innovative solutions that generate impact and visibility. The project culminates in a graduation showcase at the 2027 NALHFA Annual Meeting.

- **Excel Circles**

Leadership accountability squads. Small peer groups meet regularly throughout the program to share wins, challenges, and feedback on their leadership journey.

- **Leaders' Lens**

Senior leaders open select sessions with candid, real-talk discussions on lessons learned, challenges faced, and insights from the top.

- **Individual Executive Coaching Sessions**

Participants will be individually paired with one of Capstone's elite executive coaches. The coaching engagement includes five (3) one-hour virtual meetings.

Benefits of the coaching sessions include:

- Enhanced authority and credibility.
- Greater recognition and rewards for accomplishments.
- Career advancement, including promotions, and higher-level projects.
- Enhanced organizational awareness and ease with navigating challenges.

- Elevated leadership skills, confidence, and executive presence.
- Achievement of 'stretch' goals, and business results.
- Improved ability to relate, influence, and negotiate for results.

Greater vision, voice, and visibility.

INDIVIDUAL DEVELOPMENT PLAN (IDP)

Participants will work with their executive coach to create a personalized Individual Development Plan that translates assessment results and learning-needs findings into concrete, trackable growth goals for the duration of the program and beyond.

SUPPLEMENTAL E-LEARNING MODULES

Additional learning modules will be assigned through CPS's Center of Excellence eLearning Portal, which contains hundreds of macro and micro modules to support the institute's program outcomes. Recommended modules for each session will be provided on the finalized LEI schedule. However, participants are encouraged to complete those that best suit their professional development needs.

The draft schedule for this cohort is shown on the following page.

Specific dates will be announced

2026-2027 LEI SCHEDULE

DATES	TIME	TOPIC / ACTIVITY	DELIVERY MODE
November 16-17, 2026 1.5 Days at NALHFA Headquarters	Day 1 9:00am.-12:00pm 1:00pm.-4:00pm. Day 2 9:00am. -12:00pm	• Full Cohort Session One, 1.5 consecutive days • Complete session survey • Center of Excellence E-learning Modules • Individual Executive Coaching Session One • Excel Circle Peer Learning Discussion One	In-Person 14 hours 5 minutes or less .5 hours or less 1 hour
December 10, 2026 Virtual Session	9:00am.-12:00pm 1:00pm.-4:00pm.	• Full Cohort Session Two • Complete session survey • Individual Executive Coaching Session Two	Virtual / Independently Scheduled 6 hours 5 minutes or less 1 hour
January 21, 2027 Virtual Session	9:00am.-12:00pm 1:00pm.-4:00pm.	• Full Cohort Session Three • Center of Excellence E-learning Modules • Individual Executive Coaching Session Three • Excel Circle Peer Learning Discussion Two	Virtual / Independently Scheduled 6 hours .5 hours or less 1 hour
February 25, 2027 Virtual Session	9:00am.-12:00pm 1:00pm.-4:00pm.	• Full Cohort Session Four • Complete session survey • Individual Executive Coaching Session Four • Excel Circle Peer Learning Discussion Three	Virtual / Independently Scheduled 6 hours 5 minutes or less 1 hour
March 25, 2027 Virtual Session	9:00am.-12:00pm 1:00pm.-4:00pm.	• Full Cohort Session Five • Complete session survey • Center of Excellence E-learning Modules • Excel Circle Peer Learning Discussion Four	Virtual / Independently Scheduled 6 hours 5 minutes or less .5 hours
April 8, 2027 Virtual Session	9:00am.-12:00pm 1:00pm.-4:00pm.	• Full Cohort Session Six • Complete session survey • Individual Executive Coaching Session Five	Virtual / Independently Scheduled 6 hours

DATES	TIME	TOPIC / ACTIVITY	DELIVERY MODE
		Excel Circle Peer Learning Discussion Five	5 minutes or less 1 hour
May 4-5, 2027 Day 1 & Day 2 In-Person	9:00am.-12:00pm 1:00pm.-4:00pm.	- Full Cohort Session Seven prior to the 2027 annual conference [LOCATION TBD]. - Complete session survey - Excel Circle Peer Learning Discussion Six - Graduation Showcase: The Excel Project presentations (May 5)	In-Person 6 hours 5 minutes or less

Summary Time Commitment

Seven full cohort sessions	50 hours
Seven session surveys	35 minutes
Three Executive Coaching sessions	3 hours
Center of Excellence, E-Learning Modules	2 hours
Four Excel Circle Peer Learning Discussions	4 hours

Total Estimated Commitment

Approximately 60 Hours

The Excel Project and Individual Development Plan are completed independently across the program and are not reflected as separate fixed hours above.

Application process and participant selection

Applicants must complete and submit the application form found on pages 09-10. Additionally, the applicant's direct supervisor or manager must fulfill and submit all requirements outlined in the LEI Nomination Form. (click to access and download)

Applicants will be informed of their application status via email. The selection committee will review each application package based on the quality of the application responses, the supervisor's recommendation, and the overall makeup of the cohort. Approximately [NUMBER] participants will be selected for the cohort. To successfully complete the application process, the following steps are required:

IMPORTANT LINKS AND LEI POLICIES

On the application form and click the box to indicate your agreement to adhere to the following policies.

Leadership Excellence Institute Policies

Read the requirements for participating and attending the [Leadership Excellence Institute's Policies](#) and click the box on the application to indicate your agreement to adherence to this policy.

Etiquette Tips & Expectations for Video & Photography

Read the statements on the [Etiquette Tips and Expectations for the Video & Photography Policy](#) here, and click the box on the application to indicate your agreement to adhere to this policy.

LEI Program Commitment Requirements

Read the statements of the [LEI Program Commitment Requirements](#) policy here, and click the box to indicate your agreement to adhere to this policy when you fill out the application form.

Program Investment

Review the program investment outlined on the **next page**.

Leadership Excellence Institute Application Form

Complete the [LEI Application Form here](#)

Supervisor Nomination Form

Send this [LEI Supervisor Nomination Form](#) to your supervisor and email them requesting they complete the Supervisor Nomination Form found here.

Packet Submittal

Submit the complete application package online and inform your supervisor and via email and copy support@capstonesolutionsinc.com by the deadline specified on the cover page. Both the Application Form and the Nomination Form must be completed for the application to be considered.

INVESTMENT

\$5,000 per leader

(does not include travel or registration for the national conference)

The investment covers all seven full-cohort sessions, individual executive coaching, Excel Circle peer learning discussions, mentoring engagements, Center of Excellence e-learning access, the assessments, refreshments, awards, and participation in the Excel Project culminating in the graduation showcase at the 2027 NALHFA Annual Meeting.

Questions regarding billing and invoicing should be directed to Jonathan Paine.