

### Application Instructions

Leadership NOW – Optimizing Leadership Effectiveness seeks to prepare individuals for the challenges they face as leaders. The program is designed to provide individuals the skills and knowledge necessary to lead with intention and develop, initiate and sustain collaborative projects. Leadership NOW – Optimizing Leadership Effectiveness focuses special attention on self-discovery, leadership competencies and styles, building and managing a diverse team, group dynamics, creating a culture of inquiry, accountability, ethics, change management and conflict resolution. The program is intended for those who are committed to doing their best for the communities and organizations they serve.

Leadership NOW - Optimizing Leadership Effectiveness will nurture professional leaders who wish to study the development of effective collaborations.

### Criteria & Qualifications

- Applicant must live and/or work in Genesee County
- Applicant must work in the public or private sector
- Applicant must attend one of the required information sessions
- Applicant must have a willingness to participate fully in all aspects of the Leadership Now – Optimizing Leadership Effectiveness program, including post program evaluations
- Applicant must be open to activities that involve self-reflection and continuous learning
- Applicant must have a desire to enhance leadership, management, relationship building and collaboration skills
- Applicant must commit to taking his/her learning to action in their place of employment and/or community; they will be asked to demonstrate how they intend to apply the learning to a current workplace collaboration activity or shared service
- Applicant must have his/her employer's support and confirmation of time commitment to participate in the Leadership NOW – Optimizing Leadership Effectiveness program

### Program Requirements

- Timely completion of the Leadership Effectiveness Analysis™ (LEA)
- Attend 90% of full day sessions
- Develop a calendar for coaching sessions
- Applicant must come with a readiness to develop and have as commitment to collaborative partnerships
- Develop a collaborative project
- Applicants must attend the Introductory Session scheduled for Friday, January 25, 2019 from 1 – 5:00 p.m.

## Application Information

### Documents to be included with your Leadership NOW - Optimizing Leadership Effectiveness application:

- A personal statement specific to the applicant’s leadership philosophy and goals for development. It should convey to the reader a sense of who the applicant is. The statement should be a minimum of 100 words and maximum of 250 words
- Your typewritten responses to the eight (8) questions on the application, minimum of 100 words and maximum of 250 words per question
- A letter of recommendation from an immediate supervisor noting approval of the time commitment. The letter should be specific to the applicant’s leadership and collaborative traits
- Resume; please include hobbies and interests

## Application Deadline

**Applications are due Thursday, October 25, 2018 at 3:00 p.m.** Applications must be sent electronically to Jessica Tuwaiq at [jtuwaiq@flintandgenesees.org](mailto:jtuwaiq@flintandgenesees.org). No handwritten applications will be accepted. Letters of support/ recommendation can be mailed to: Jessica Tuwaiq, Flint & Genesee Chamber of Commerce, 519 S. Saginaw Street, Suite 200, Flint, MI 48502. **Make sure the applicant’s name is on each page of all documents.**

## Application Review

Applications for Leadership NOW - Optimizing Leadership Effectiveness are reviewed by program staff. Staff will conduct interviews. Up to 20 individuals will be chosen to participate in the program this year.

## Important Dates

Pre-Session		Group Sessions*		Project Planning Sessions*
		All Planning Sessions are 8 a.m.-5 p.m.		All Planning Sessions are 8 a.m.-5 p.m.
October 25	Applications Due	January 25	Introductory Session (1p.m.-5p.m.)	July 19
November 5-8	Applicant Interviews	February 14-15	Group Session	August 16
November 13	Participant Selection Notification	March 15	Group Session	September 20
November 16	Participant Acceptance Deadline by 3p.m.	April 1-5	Impact Report Debriefs	October 18
November 28	Leadership Effectiveness Analysis™ (LEA) Distributed (1p.m.-3p.m.)	April 19	Group Session	November 15
December 14	LEA™ Completion Deadline by 3p.m.	May 17	Group Session	<b>Program Celebration</b>
January 3-18	Participant LEA debriefs	June 14	Group Session	December 13 Luncheon
<b>*90% attendance required for group &amp; planning sessions</b>				

## Program Fee

The cost of the Leadership NOW – Optimizing Leadership Effectiveness is \$1000. This is all-inclusive for assessment tools, coaching, printed materials, meals and access to workshops. For program scholarship opportunities, please request a scholarship application.

## Questions

All questions regarding Leadership NOW - Optimizing Leadership Effectiveness should be directed to Jessica Tuwaiq at 810.600.1451 or [jtuwaiq@flintandgenesees.org](mailto:jtuwaiq@flintandgenesees.org).

### APPLICANT INFORMATION

Application Date:			
Nominee: <input type="checkbox"/> Dr. <input type="checkbox"/> Rev. <input type="checkbox"/> Mr. <input type="checkbox"/> Mrs. <input type="checkbox"/> Ms.		First Name:	Last Name:
Preferred Name for Name Tag:			
Job Title:		Employer:	
Work Address:		City:	State: Zip:
Business Phone:	Business Fax:	Email:	
Home Address:		City:	State: Zip:
Cell Phone:		Home Phone:	
Do you live in Genesee County? <input type="checkbox"/> Yes <input type="checkbox"/> No		If yes, how many years:	
Do you work in Genesee County? <input type="checkbox"/> Yes <input type="checkbox"/> No		If yes, how many years:	
Applicant generation: <input type="checkbox"/> Baby Boomer (1945-1965) <input type="checkbox"/> Generation X (1965-1975) <input type="checkbox"/> Generation Y/ Millennial (1975-1990) <input type="checkbox"/> Generation Z (1990-current) <input type="checkbox"/> I do not wish to disclose			
Ethnicity of Applicant: <input type="checkbox"/> African American <input type="checkbox"/> Arab American <input type="checkbox"/> Asian Pacific <input type="checkbox"/> Caucasian <input type="checkbox"/> Hispanic <input type="checkbox"/> Native American <input type="checkbox"/> Other: <input type="checkbox"/> I do not wish to disclose			
Does applicant have any special dietary needs or require special accommodations? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Please list dietary and/or accommodations needed:			

### ADDITIONAL QUESTIONS

*Please respond to the following questions on a separate sheet. Please number your responses. The response to each question should be a **minimum of 100 words and no more than 250 words**. Please use complete sentences, not bullet points. Make sure the applicant's name is on all documents.*

1. Why specifically are you interested in Leadership NOW - Optimizing Leadership Effectiveness?
2. What benefits to self, organization and community do you hope to gain? Please speak to each component.
3. Please describe your last professional development experience. What actions did you take as a result of that experience?
4. If for the next six months you were in total control of your schedule and had access to \$1 million, how would you spend your time and resources to improve the quality of life in Genesee County? Who would you choose to have on your team to collaborate with and support your efforts?
5. Describe a project that presented you with obstacles (examples: people, process, funding). Were you successful in completing the project? Why or why not?
6. Think about one asset in Genesee County that is not being fully utilized and has the potential to improve the quality of life for residents. Describe your plan of action to advocate for change in regards to that asset.
7. How have you demonstrated a commitment to learning and applying that learning?
8. Name an individual that you define as a leader that has had an impact on your life. Describe the leadership qualities this person embodies and, in particular, the qualities you aspire to develop in your leadership journey.

### SIGNATURE

Signature:	Date:
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### FOR OFFICE USE ONLY

Date Application Received:	
Authorized Signature:	