

Mission:

The Anthem Area Leadership Academy will empower aspiring leaders with the tools, experiences, and networks necessary to address local and regional challenges and make a sustainable impact on social, community, and economic development.

- Tools: develop skills and knowledge in policy areas relevant to economic and community development and competencies that enhance ones ability to improve the community.
- Experiences: visit local businesses, non-profits, and neighboring communities to learn strategies that are helping grow local economies in diverse cities and towns throughout our state.
- Networks: connect with fellow community leaders, practitioners, and experts to develop a strong network for collaboration, information sharing, and continued learning.

Curriculum Summary:

The following topics will be covered during the 12-month Leadership Academy.

January – (no session) On Boarding

February – (full day/weekend) Orientation and Team Building Retreat (Retreat activities covered through program. Hotel stay at expense of participants.)

March - Local Government (ACC, HOA, City of Phoenix, Maricopa County)

April - State Government (Tour of State Capitol, Shadow Legislator(s), Sit in on Legislative Session)

May – State Agencies (AZ Dept of Commerce, GPEC, State Chamber, etc.)

June – Utilities, Commissions, Transportation and Healthcare

July – OFF

August – Small Business Development, Education & Workforce Training

September – Tourism, History, and Community Development (possible field trip)

October – Nonprofit & Grant Writing (possible field trip)

November – TBD

December – Graduating class announced at Winter Gala

Other possible leadership development topics to be covered:

Conflict Resolution

Active Listening

Leading/Mentoring the new Generation

Public Speaking

Productivity & Time Management

Social Media Marketing

Writing a Press Release

Hiring & Firing

Business Ethics

Goal Setting

Professionalism

etc.

As a first-year program, session content, dates, and times are subject to change at this time. All potential participant conflicts will be taken into account in developing final program calendar before the Orientation and Team Building Retreat in February.

Civic Engagement Activity

In addition to monthly classroom and field trip sessions, participants are expected to attend one public/civic meeting per month – a different meeting each time. This is an observation exercise – active *participation* in the meeting itself is not required.

Participants will be asked to follow up each of these meetings with the completion of a brief Civic Engagement Activity Report which will include:

- What meeting did you attend?
- What was discussed?
- What measures were taken?
- What was your feedback or take-away?

Eligibility:

- Must be Anthem Area Chamber of Commerce member in good standing or a direct report employee of a business member in good standing.
- Must be able/willing to commit to dates/times of program.
- Must submit a letter of recommendation with Program Application

Application window November 5 – November 25, 2018.

Selection Process:

Admission to the AALA is through a competitive application process. Candidates must agree to a commitment of personal time and effort over 12 months in addition to a financial commitment for travel expenses to attend Leadership Academy workshops and activities. Known conflicts must be submitted with application. All selected participants are expected to pay \$100.00 program fee.

Application Instructions:

In order for your application to be considered, AALA must receive all completed materials by the application deadline of **November 25, 2018**. Incomplete applications or applications received after this date will not be considered.

A complete application packet includes:

1. **A signed Application Form**
2. **Responses to essay questions (may use separate piece of paper and attach)**
3. **Letter of Recommendation**

Please send all materials by 11:59pm on **November 25, 2018**
to **Sawana Grimm** at sawana@saltspaaz.com

If you have any questions, please contact Sawana Grimm at sawana@saltspaaz.com Receipt of complete applications will be acknowledged by email. **All applicants will be notified of their acceptance status no later than December 1, 2018.**

Application Form

AALA welcomes your application to the Anthem Area Leadership Academy. Please complete all sections of this form as applicable and enclose the required responses to essay questions and recommendation forms and letters. Essay questions and recommendation forms are found at the end of this application.

Applications are due by **November 25, 2018.**

Applicant name: _____ Chamber Membership Name: _____

E-mail: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone number: Cell: _____ Work: _____ Home: _____

Employment Position: _____

Employer Name: _____

Employment Address: _____

City: _____ State: _____ Zip: _____

Personal Commitment

In order to accomplish the objectives of the Anthem Area Leadership Academy, the full commitment and participation of each individual selected is necessary. Participants are expected to attend all Leadership Academy sessions as listed in the program curriculum, complete monthly Civic Engagement Activities, Attend all field trips, as well as attend the February Kick Off/Team Building Weekend.

If selected, I am fully prepared to be an active participant and devote the time and energy required to complete the program. My signature below indicates that I understand the requirements for participation in the Anthem Area Leadership Academy and have completed this form to the best of my knowledge.

Signature: _____ Date: _____

Employer Support

It is also important that you have your employer's support and understanding of the obligations of participation in the Anthem Area Leadership Academy. Please discuss the program commitments with your employer and have an appropriate person acknowledge their support by signing below:

Supervisor Signature: _____ Date: _____

Essay Questions

Please respond to each question below. Limit responses for each question to 250-300 words.

1. Why do you want to be a participant in the Anthem Area Leadership Academy?
2. What do you expect to do with the experience and knowledge gained from participating in the Anthem Area Leadership Academy? Specifically explain how you will use these to benefit AALA and your Region, State or local community.
3. Leadership Academy participants will benefit from exposure to a wide-range of perspectives. What contribution – either in terms of unique experiences or special skills – would you bring to the Leadership Academy that would enrich and inform others?
4. Involvement in the Anthem Area Leadership Academy involves a commitment of personal time and resources similar to enrolling in a graduate course. Describe any modifications in your current work schedule and other personal and professional commitments that you will need to make in order to allow adequate time for the Leadership Academy.
5. Identify a current or past leader in any field of endeavor whom you admire. Explain why you hold him/her up as a role model.
6. Briefly describe any community involvement, civic organizations or community service projects you have participated in or are currently participating in. Include any leadership roles when applicable.

Letter of Recommendation

The Anthem Area Leadership Academy is a 12-month program designed to prepare chamber members and their staff for current and future leadership roles in the organization by providing a structured program of study of critical leadership topics. Program goals include:

- Identify members with potential to become leaders in the community and invest in their growth and development.
- Provide these high-potential leaders with skills required to step into leadership positions.
- Energize and grow the Anthem Area Leadership Network, Chamber of Commerce and surrounding communities through strong leadership at all levels of the organization.

Your Letter of Recommendation will be an important part of the candidate’s application. We are interested in your assessment of the applicant’s past achievements as well as future leadership potential.

Applicant’s Name: _____

Recommender’s Name: _____

Recommender’s Signature: _____

Date: _____

Please consider the following components within your comments.

1. Examples/observations that demonstrate the candidate’s potential for leadership.
2. Attest to the candidate’s commitment to the mission and vision of Anthem Area Leadership Academy.
3. Address the candidate’s demonstrated strengths and successes.
4. Why you believe that the candidate is well-suited for the Anthem Area Leadership Academy.

Thank you for providing this recommendation.