

Leadership Challenge Application

2012- 2013

The Battle Creek Area Leadership Challenge is designed to engage established and emerging leaders in executive leadership skills. Executive leadership skills move leaders outside of their title and/or role and into the framework of designing a culture where staff is happy and engaged. Curriculum focuses less on *what* leaders do and more on *how* leaders do it! The Leadership Challenge is not designed for entry level leaders that can use mentoring in regards to punctuality, professional attire, communication, etc.

Applicants who submit a completed application by July 20 will be eligible for a \$500 discount off of tuition that must be paid in full by September 7th.

The timeline for the application process is as follows:

- ✓ July 20: Application deadline
- ✓ July 23-27: Application review
- ✓ July 27: Notify candidates of interview
- ✓ July 30 – August 3: Interview candidates
- ✓ August 3: Select candidates and notify of acceptance
- ✓ September: Launch of 2013 cohort

*Designed to
engage
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The Leadership Challenge is an investment. This local executive leadership development program is designed to benefit you, your organization, and our community. Research shows that engaged employees are happy employees and community contributors. Some of the largest indicators of engagement is supervisor relations with staff and opportunity for learning. The Leadership Challenge provides participants with the opportunity for extensive executive training and engages supervisors with an enhancement plan to document the participant's areas of growth and opportunity throughout the program. Furthermore, the program benefits our community with a required community project relative to health and well-being, education, and/or economic self-sufficiency.

Applicants who submit an application by July 20 will be eligible for a \$500 discount off of tuition that must be paid in full by September 7th.

Applications submitted after July 20th will be responsible for the full \$2,500 tuition.

What does the Leadership Challenge hope to accomplish?

COURSE OBJECTIVES:

1. Leadership Competency
 - a. enhance skills associated with the function of leadership
 - b. engage emerging thinking/conversation related to community leadership
2. Love of Place
 - a. examine community challenges, opportunities and resources
 - b. foster respect for established and emerging leaders
3. Gracious Space
 - a. establish a framework to share perspectives
 - b. explore the people, cultures and values of our communities
 - c. cultivate operational respect and understanding
4. Community Development
 - a. complete a community project focused on healthcare, education and/or poverty

2012-2013 CURRICULUM:

DATE	TIME	SESSION	FACULTY
09/17/12	9:00am –	am: Getting to Know You	Kristi Trader
	5:00pm	pm: Diversity & Inclusion	Tim O'Malley
10/15/12	9:00am – 5:00pm	Getting to Know and Serve Calhoun County	Kathy Szenda Wilson
		Board Governance & Fiscal Responsibility	Teresa Durham
		Health & Wellness	Dr. A.J. Jones Denise Brooks-Williams Erv Brinker
		Education	Cindy Ruble John Wemlinger
		Economic Self-Sufficiency	Victoria Reece Jim Hettinger
		Race, Ethnicity & Culture	Kimi Hojo Nina LaGrand Martha Thun Jesus Grillo

11/19/12	9:00am – 5:00pm	am: Communication & the Value of Relationship pm: Ethical Leadership	Mary Jane Mapes Kristi Trader
12/17/12	9:00am – 5:00pm	am: The Business Value of Joy Field Trip pm: Team Building & Staff Engagement	Richard Sheridan Lance Satterthwaite
01/21/13	9:00am – 5:00pm	am: Collaboration, Creativity & Innovation pm: Practicum/Community Project Planning	Dr. Ron Martoia Kristi Trader
02/18/13	9:00am – 5:00pm	am: Strategic Planning & Measuring Effectiveness pm: Practicum / Community Project Lab	Sarah Petsis Tina Banach
03/18/13	9:00am – 5:00pm	am: Leading & Managing Change pm: Practicum / Community Project Lab	Kristi Trader
04/15/13	9:00am – 5:00pm	am: Marketing & Communications pm: Practicum / Community Project Lab	Kara Beer
05/20/13	9:00am – 5:00pm	am: Conflict Resolution pm: Practicum / Community Project Lab	Kristi Trader
06/17/13	9:00am – 5:00pm	am: Organizational Culture pm: Practicum / Community Project Lab	Pat Jannausch Sharon Cloke
07/15/13	9:00am – 5:00pm	am: Personal Balance pm: Practicum / Community Project Lab	Will Ellis
08/19/13	9:00am – 5:00pm	am: Practicum / Community Project Report pm: Closing	Kristi Trader

REQUIRED ACTIVITIES:

1. Complete self-assessments within one week of acceptance into the Leadership Challenge. Materials and instructions will be provided in acceptance email.
2. Provide feedback within one-week of each session. A link will be provided within each session's follow-up email. Survey responses require signature to validate participation and encourage the importance of authenticity.
3. Complete challenge associated with each session prior to the following session. Each challenge is provided within each session's follow-up email.
4. Develop an enhancement plan with your current supervisor. The plan should include an assessment of your current leadership competencies and your collective goals for the duration of the Leadership Challenge. This plan should be assessed at the beginning of the course, at 6 months, and at 12 months and submitted accordingly. A template is attached.
5. Read *Your Leadership Legacy* and journal each exercise. These entries should be compiled into a final paper reflecting on your collective Leadership Challenge experience and your leadership legacy as a result.
6. Provide a 5 minute presentation to the cohort related to your pinnacle personal experience with leadership. This assignment is intentionally vague in direction and requires your creativity in unique presentation skills and delivery.

7. If you do not currently have a mentor, identify a mentor and submit a 1 page written report detailing your experience. Please refer to the attached article defining the mentoring relationship.
8. Meet with the Facilitator of the Leadership Challenge for at least one personal coaching session.
9. Attend 1 of each of the following events. Unless otherwise noted, event details can be found at battlecreek.org. Events found on this calendar are free of charge to Leadership Challenge participants. Please note, registration may be required.
 - a. Chamber Mixer
 - b. City Commission meeting (battlecreekmi.gov, homerich.org, cityofmarshall.com, ci.albion.mi.us)
 - c. Calhoun County Commissioner meeting (calhouncountymi.gov)
 - d. Rap with Your Reps
 - e. Eye Opener Breakfast
 - f. Business Leader Luncheon
 - g. Leadership Circle applicable to your area of professional service (nonprofitalliance.org)

PRACTICUM:

Participation in and completion of a community project is a requirement for graduation. This requirement provides the opportunity to be mentored through basic principles necessary to develop, implement, monitor and evaluate a meaningful community action plan. The project is intended to provide practice of collaborative community leadership and must:

1. Focus on healthcare, education and/or poverty (economic self-sufficiency, healthy family and social relationships, and community connectedness)
2. Incorporate concepts that have been identified and explored in class sessions
3. Begin with a written charter.
Consider purpose, scope and timeline, authority, operational structure, collaborations, resources, membership and metrics.
4. Conclude with a presentation to the cohort during the final class session.
Compare and contrast your purpose and your outcome; your vision and your experience. Consider these questions: Which class session concepts did you practice? What was the relational impact internally (self/team) and externally (stakeholders) of the project? What did you measure? What do your measurements convey? What went well? What do you wish wouldn't gone different? What did you learn about yourself, your team, your community? What is the status of your project?

CREDIT HOURS: 3 undergraduate credit hours towards degree at Miller College

REQUIRED TEXT: *(supplied)*

1. Your Leadership Legacy by Robert M. Galford and Regina Fazzio Maruca
2. The Collective Leadership Framework by W.K. Kellogg Foundation
3. TCC Community Report Card by The Coordinating Council

Class of 2013 Application

Name: _____

Company Name: _____ Title: _____

Address: _____

Email: _____ Phone: _____

Provide the following information in a format of your choice (handwritten, electronic document, audio, video, etc.) Be as creative as you wish through the medium that you are most comfortable using to communicate.

1. Background
 - ✓ Personal
 - ✓ Educational
 - ✓ Professional
 - ✓ Community
2. How do you define leadership?
3. What are your favorite leadership resources (e.g. people, articles, books, magazines, blogs, and websites)?
4. What is your interest in participating in the Leadership Challenge?
5. What outcomes will make the opportunity beneficial to you?
6. What benefit will you provide to your fellow participants?
7. What benefit will you provide to your employer?
8. Provide three (3) references that will support your decision to pursue participation in the Leadership Challenge including all contact information for your references.

Completed applications can be submitted in person or mailed to:

Battle Creek Area Chamber Foundation

34 West Jackson Street, Suite 3A

Battle Creek, MI 49017

ktrader@battlecreek.org